



# महाराष्ट्र शासन राजपत्र

## भाग एक-ल

वर्ष १, अंक १५]

गुरुवार ते बुधवार, मे १४-२०, २०१५/वैशाख २४-३०, शके १९३७

[पृष्ठे ८८, किंमत : रुपये २३.००

### प्राधिकृत प्रकाशन

(केंद्रीय) औद्योगिक विवाद अधिनियम व मुंबई औद्योगिक संबंध अधिनियम यांखालील  
(भाग एक, चार-अ, चार-ब आणि चार-क यांमध्ये प्रसिद्ध केलेल्या अधिसूचना, आदेश व निवाडे यांव्यतिरिक्त)  
अधिसूचना, आदेश व निवाडे.

### BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Liquor Industries.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in the employment in Liquor Industry in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

#### Schedule I

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2003	574	540	472	526	498	493	491	524	525	496
Feb., 2003	574	539	473	525	497	492	494	516	525	498
Mar., 2003	578	541	477	525	493	495	494	524	521	495
Apl., 2003	585	553	486	535	492	496	491	531	523	496
May, 2003	586	556	489	532	496	501	491	535	523	495
June, 2003	586	560	486	530	496	504	498	534	524	494

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Liquor Industry.—Whereas the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284.5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Liquor Industry in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2003	574	540	472	526	498	493	491	524	525	496
Feb., 2003	574	539	473	525	497	492	494	516	525	498
Mar., 2003	578	541	477	525	493	495	494	524	521	495
Apl., 2003	585	553	486	535	492	496	491	531	523	496
May, 2003	586	556	489	532	496	501	491	535	523	495
June, 2003	586	560	486	530	496	504	498	534	524	494

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.1095/(7872)/Lab-7, dated the 11th January 1999 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the Cost of Living Index Number for Ten Centres of 407 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones of points	Every rise Month	Rupees per
(1)	(2)	(3)	(4)
1	I	One	3.50
2	II	One	3.50
3	III	One	3.50
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall respectively, mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.1095/(7872)/Lab-7, dated the 11th January 1999.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.1095/(7872)/Lab-7, dated the 11th January 1999. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2003 to 31st December 2003 at the rates mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	385.00 p.m.
2	II	385.00 p.m.
3	III	385.00 p.m.
4	IV	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Laundry Industry.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in Laundry Industry (herein after referred to as the said Scheduled employment) The State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1960 base)	
January, 2003	574
February, 2003	574
March, 2003	578
April, 2003	585
May, 2003	586
June, 2003	586

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Laundry Industry.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284.5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), as ascertained and declared the Cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Laundry Industry (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2003	574
February, 2003	574
March, 2003	578
April, 2003	585
May, 2003	586
June, 2003	586

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.5292/7429/Lab-7, dated the 26th June 1993 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of July the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 262 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.85
2	II	One	3.85
3	III	One	3.85
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.5292/7429/Lab-7, dated the 26th June 1993.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.5292/7429/Lab-7, dated the 26th June 1993. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2003 to 31st December 2003 at the rates mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	1228.15 p.m.
2	II	1228.15 p.m.
3	III	1228.15 p.m.
4	IV	—
5	V	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Optical Frame.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984, the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in employment in Manufacturing of Optical Frame (hereinafter referred to as the said Scheduled employment). The State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(Converted in 1982=100 base)
(2)	
January, 2003	574
February, 2003	574
March, 2003	578
April, 2003	585
May, 2003	586
June, 2003	586

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Optical Frame.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act), ascertain and declared the Cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Manufacturing of Optical Frame (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2003	
February, 2003	
March, 2003	
April, 2003	
May, 2003	
June, 2003	

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.6292/7380/(7286)/Lab-7, dated the 29th November 1994 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 267 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	2.60
2	II	One	2.60
3	III	—	—
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.6292/7380/(7286)/Lab-7, dated the 29th November 1994.



Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.6292/7380/(7286)/Lab-7, dated the 29th November 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2003 to 31st December 2003 at the rates of mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	816.40 p.m.
2	II	816.40 p.m.
3	III	—
4	IV	—
5	V	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Oil Mill.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984, the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in the employment in Oil Mill (herein-after referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan. 2003	574	540	472	526	498	493	491	524	525	496
Feb. 2003	574	539	473	525	497	492	494	516	525	498
Mar. 2003	578	541	477	525	493	495	494	524	521	495
Apr. 2003	585	553	486	535	492	496	491	531	523	496
May 2003	586	556	489	532	496	501	491	535	523	495
June 2003	586	560	486	530	496	504	498	534	524	494

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Oil Mill.—Whereas the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Oil Mill (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2003	574	540	472	526	498	493	491	524	525	496
Feb., 2003	574	539	473	525	497	492	494	516	525	498
Mar., 2003	578	541	477	525	493	495	494	524	521	495
Apr., 2003	585	553	486	535	492	496	491	531	523	496
May, 2003	586	556	489	532	496	501	491	535	523	495
June, 2003	586	560	486	530	496	504	498	534	524	494

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.1098/373/Lab-7, dated the 5th March 2001 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the Cost of Living Index Number for Ten Centres of 445 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month/Day
(1)	(2)	(3)	(4)
1	I	One	3.50
2	II	One	3.50
3	III	One	3.50
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall respectively, mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.1098/373/Lab-7, dated the 5th March 2001.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.1098/373/Lab-7, dated the 5th March 2001. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2003 to 31st December 2003 at the rates mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	252.00
2	II	252.00
3	III	252.00
4	IV	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Paper and Paper Board.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in Paper and Paper Board manufacturing (hereinafter referred to as the said Scheduled employment) The State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2003	574
February, 2003	574
March, 2003	578
April, 2003	585
May, 2003	586
June, 2003	586

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Paper and Paper Board.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Paper and Paper Board manufacturing (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1960 base)	
January, 2003	574
February, 2003	574
March, 2003	578
April, 2003	585
May, 2003	586
June, 2003	586

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.5692/7401/Lab-7, dated the 7th July 1993 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 265 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.85
2	II	One	3.85
3	III	—	—
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.5692/7401/Lab-7, dated the 7th July 1993.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.5692/7401/Lab-7, dated the 7th July 1993. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2003 to 31st December 2003 at the rates mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	1228.15 p.m.
2	II	1228.15 p.m.
3	III	—
4	IV	—
5	V	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Plastic Industry.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in the employment in Industry engaged in which process of transferring plastic in “All various solid shape through molding farming Extension or Casting by application singly of together with heat or pressure or both or other similar work or work incidental such process is referred to as the said Scheduled employment in the State of Maharashtra for the months shown in column (1) of the Schedule here to appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2003	574	540	472	526	498	493	491	524	525	496
Feb., 2003	574	539	473	525	497	492	494	516	525	498
Mar., 2003	578	541	477	525	493	495	494	524	521	495
Apl., 2003	585	553	486	535	492	496	491	531	523	496
May, 2003	586	556	489	532	496	501	491	535	523	495
June, 2003	586	560	486	530	496	504	498	534	524	494

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.



**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Plastic Industry.—Whereas the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as show in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Industry engaged in which process of transferring plastic in All various solid shape through molding farming extension or casting by application singly of together with heat or pressure or both or other similar work or work incidental such process is carried on (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2003	574	540	472	526	498	493	491	524	525	496
Feb., 2003	574	539	473	525	497	492	494	516	525	498
Mar., 2003	578	541	477	525	493	495	494	524	521	495
Apl., 2003	585	553	486	535	492	496	491	531	523	496
May, 2003	586	556	489	532	496	501	491	535	523	495
June, 2003	586	560	486	530	496	504	498	534	524	494

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.52000/CR-636/Lab-7, dated the 30th January 2003 has directed to the said Competent Authority to calculate after expiry of every six months, from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the averages of the Cost of Living Index Number for Seven Centres of 501 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	4.75 p.m.
2	II	One	4.75 p.m.
3	III	One	4.75 p.m.
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II and II shall respectively, mean Zones I, II and II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.52000/CR-636/Lab-7, dated the 30th January 2003.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.52000/CR-636/Lab-7, dated the 30th January 2003. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2003 to 31st December 2003 at the rates mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	76.00 p.m.
2	II	76.00 p.m.
3	III	76.00 p.m.
4	IV	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Paints and Varnishes.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in employment in any Industry manufacturing paints Varnishes (hereinafter referred to as the said Scheduled employment) The State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1960 base)	
January, 2003	574
February, 2003	574
March, 2003	578
April, 2003	585
May, 2003	586
June, 2003	586

**M. A. SHAIKH,**  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Paints and Varnishes.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as show in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in any Industry manufacturing paints Varnishes (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1982=100 base)	
January, 2003	574
February, 2003	574
March, 2003	578
April, 2003	585
May, 2003	586
June, 2003	586

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.6292/7342/Lab-7, dated the 21st August 1993 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July the average of each of the said Cost of Living Index Number declared by it for the said six months and the ascertain in the rise of such average over Mumbai City Index Number of 248 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto, at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.85
2	II	One	3.85
3	III	One	3.85
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II and III shall respectively, means Zones, I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.6292/7342/Lab-7, dated the 21st August 1993.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.6292/7342/Lab-7, dated the 21st August 1993. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2003 to 31st December 2003 at the rates mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	1282.05 p.m.
2	II	1282.05 p.m.
3	III	1282.05 p.m.
4	IV	—
5	V	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Poha, Murmura, Churmura and Kurmura.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in the employment in Industries manufacturing flattened purchased Rice (Poha), murmura, churmura and kurmura from paddy or rice including mirca, mica (Bharda) and Narda from maize (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2003	574	540	472	526	498	493	491	...	...	...
Feb., 2003	574	539	473	525	497	492	494	...	...	...
Mar., 2003	578	541	477	525	493	495	494	...	...	...
Apl., 2003	585	553	486	535	492	496	491	...	...	...
May, 2003	586	556	489	532	496	501	491	...	...	...
June, 2003	586	560	486	530	496	504	498	...	...	...

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Poha, Murmura, Churmura and Kurmura.—Whereas the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as show in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Industry manufacturing flattened purched Rice (Poha), murmura, churmura and kurmura from paddy or rice including mirca, mica (Bharda) and Nardu from maize (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2003	574	540	472	526	498	493	491	...	...	...
Feb., 2003	574	539	473	525	497	492	494	...	...	...
Mar., 2003	578	541	477	525	493	495	494	...	...	...
Apl., 2003	585	553	486	535	492	496	491	...	...	...
May, 2003	586	556	489	532	496	501	491	...	...	...
June, 2003	586	560	486	530	496	504	498	...	...	...

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.9692/7324/Lab-7, dated the 1st February 1994 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the Cost of Living Index Number for seven centres of 260 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month/Day
(1)	(2)	(3)	(4)
1	I	One	2.60
2	II	One	2.60
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall respectively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.9692/7324/Lab-7, dated the 1st February 1994.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.9692/7324/Lab-7, dated the 1st February 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2003 to 31st December 2003 at the rates mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	670.80 p.m.
2	II	670.80 p.m.
3	III	—
4	IV	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.



**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Powerloom Industry.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in employment in Powerloom Industry (hereinafter referred to as the said Scheduled employment) The State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months (1)	(Converted in 1960 base)	Mumbai Index Number (New Series) (2)
January, 2003		2939
February, 2003		2939
March, 2003		2959
April, 2003		2995
May, 2003		3000
June, 2003		3000

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Powerloom Industry.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Powerloom Industry (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 2003	2939
February, 2003	2939
March, 2003	2959
April, 2003	2995
May, 2003	3000
June, 2003	3000

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.5084/6027/Lab-7, dated the 10th January 1986 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 184 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which employment who are paid more than Rs. 184 on basic wages such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	1.00
2	II	One	1.00
3	III	One	1.00
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II and III shall respectively, means Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.5084/6027/Lab-7, dated the 10th January 1986.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.5084/6027/Lab-7, dated the 10th January 1986. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2003 to 31st December 2003 at the rate mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	2788.00 p.m.
2	II	2788.00 p.m.
3	III	2788.00 p.m.
4	IV	—
5	V	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Powerloom Industry.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in employment in Powerloom Industry (hereinafter referred to as the said Scheduled employment) The State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1960 base)	
January, 2003	2939
February, 2003	2939
March, 2003	2959
April, 2003	2995
May, 2003	3000
June, 2003	3000

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Powerloom Industry.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), as ascertained and declared the Cost of Living Index Number as shown column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Powerloom Industry (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1960 base)	
January, 2003	2939
February, 2003	2939
March, 2003	2959
April, 2003	2995
May, 2003	3000
June, 2003	3000

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.5084/6027/Lab-7, dated the 10th January 1986 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 184 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which employees who are paid more than Rs. 184 on basic wages such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	0.70
2	II	One	0.70
3	III	One	0.70
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II and III shall respectively, means Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.5084/6027/Lab-7, dated the 10th January 1986.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.5084/6027/Lab-7, dated the 10th January 1986. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2003 to 31st December 2003 at the rates mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	1951.60 p.m.
2	II	1951.60 p.m.
3	III	1951.60 p.m.
4	IV	—
5	V	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Printing Press.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in employment in any industry in which any process of printing by letter press, lithography, photographer or other similar work incidental to such process of book binding in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1982=100 base)	
January, 2003	13049
February, 2003	13049
March, 2003	13138
April, 2003	13298
May, 2003	13320
June, 2003	13320

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Printing Press.—Whereas the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284.5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), as ascertained and declared the Cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in any industry in which any process of printing by letter press, lithography, photographer or other similar work incidental to such process of book binding in the State of Maharashtra (hereinafter referred to as the said schedul employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1982=100 base)	
January, 2003	...
February, 2003	...
March, 2003	...
April, 2003	...
May, 2003	...
June, 2003	...

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.2683/5364/Lab-7, dated the 16th May 1983 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each the said Cost of Living Index Number declared by it for the said six months and the ascertain in the rise of such average over Mumbai City Index Number of 1000 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said schedul employment in the Zone specified in column (2) of the Schedule II appended hereto, at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	—	—
2	II	—	—
3	III	—	—
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II and III shall respectively, means Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.2683/5364/Lab-7, dated the 16th May 1983.



Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.2863/5364/Lab-7, dated the 16th May 1983. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 2003 to 31st December 2003 at the rates mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	3048.75 p.m.
2	II	2682.90 p.m.
3	III	2439.00 p.m.
4	IV	2317.05 p.m.
5	V	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Public Motor Transport.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in the employment in the Industry engaged in Public Motor Transport (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2003	574	540	472	526	498	493	491	524	525	496
Feb., 2003	574	539	473	525	497	492	494	516	525	498
Mar., 2003	578	541	477	525	493	495	494	524	521	495
Apl., 2003	585	553	486	535	492	496	491	531	523	496
May, 2003	586	556	489	532	496	501	491	535	523	495
June, 2003	586	560	486	530	496	504	498	534	524	494

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Public Motor Transport.—Whereas the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), as ascertained and declared the Cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in the Industry engaged in Public Motor Transport (herein after referred to as the scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2003	574	540	472	526	498	493	491	524	525	496
Feb., 2003	574	539	473	525	497	492	494	516	525	498
Mar., 2003	578	541	477	525	493	495	494	524	521	495
Apl., 2003	585	553	486	535	492	496	491	531	523	496
May, 2003	586	556	489	532	496	501	491	535	523	495
June, 2003	586	560	486	530	496	504	498	534	524	494

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.1096/CR 100/Lab-7, dated the 3rd April 2001 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the Cost of Living Index Number for Ten Centres of 445 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.50
2	II	One	3.50
3	III	One	3.50
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV, shall respectively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.1096/CR 100/Lab-7, dated the 3rd April 2001.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.1096/CR 100/Lab-7, dated the 3rd April 2001. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2003 to 31st December 2003 at the rates mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	252.00 p.m.
2	II	252.00 p.m.
3	III	252.00 p.m.
4	IV	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Readymade Garments.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in the employment in manufacturing readymade garments or its accesseries (excluding hosiary articles and tailoring establishment) (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2003	574	540	472	526	498	493	491	524	525	496
Feb., 2003	574	539	473	525	497	492	494	516	525	498
Mar., 2003	578	541	477	525	493	495	494	524	521	495
Apl., 2003	585	553	486	535	492	496	491	531	523	496
May, 2003	586	556	489	532	496	501	491	535	523	495
June, 2003	586	560	486	530	496	504	498	534	524	494

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Readymade.—Whereas the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in manufacturing readymade garments or its accesseries (excluding hosiary articles and tailoring establishment) in the State of Maharashtra (hereinafter referred to as the schedule employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2003	574	540	472	526	498	493	491	524	525	496
Feb., 2003	574	539	473	525	497	492	494	516	525	498
Mar., 2003	578	541	477	525	493	495	494	524	521	495
Apl., 2003	585	553	486	535	492	496	491	531	523	496
May, 2003	586	556	489	532	496	501	491	535	523	495
June, 2003	586	560	486	530	496	504	498	534	524	494

And whereas, the Government of Maharashtra, by Notification, Industries, Energy and Labour Department, No. MWA.4693/7617/Lab-7, dated the 18th October 1994 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the Cost of Living Index Number for ten Centres of 269 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month/Day
(1)	(2)	(3)	(4)
1	I	One	3.85
2	II	One	3.85
3	III	One	3.85
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall respectively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.4693/7617/Lab-7, dated the 18th October 1994.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.4693/7617/Lab-7, dated the 18th October 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2003 to 31st December 2003 at the rates mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	954.80 p.m.
2	II	954.80 p.m.
3	III	954.80 p.m.
4	IV	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

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शुक्रवार, नोव्हेंबर २९, २०१३/अग्रहायण ८, शके १९३५

**उद्योग, ऊर्जा व कामगार विभाग**

मादाम कामा रोड, हुतात्मा राजगुरु चौक, मंत्रालय,  
मुंबई ४०० ०३२, दिनांक २८ नोव्हेंबर २०१३.

**अधिसूचना****कर्मचारी भविष्य निर्वाह निधी व संकीर्ण उपबंध अधिनियम, १९५२.**

क्रमांक इपीएफ २०१३/प्र.क्र. १४५/कामगार-४.—ज्याअर्थी, कर्मचारी भविष्य निर्वाह निधी व संकीर्ण उपबंध अधिनियम, १९५२ च्या कलम १७ च्या पोट-कलम १ च्या खंड (अ) अन्वये शासन अधिसूचना उद्योग, ऊर्जा व कामगार विभाग, क्र. इपीएफ ११६५/११५१८५/काम (एक), दिनांक २२ ऑक्टोबर १९६५ द्वारे महाराष्ट्र शासनाने मे.ए.टी.ई. प्रा. लि., ४३, डॉ. डी. बी. गांधी मार्ग, फोर्ट, मुंबई ४०० ०२३, यांस त्या अधिसूचनेस जोडलेल्या अनुसूचीमध्ये विनिर्दिष्ट केलेल्या शर्तीच्या अधीनतेने कर्मचारी भविष्य निर्वाह निधी योजना, १९५२ या योजनेच्या तरतुदींचे प्रवर्तन करण्यातून दिनांक २२ ऑक्टोबर १९६५ पासून सूट दिलेली आहे ;

आणि ज्याअर्थी, मे. ए.टी.ई. प्रा. लि., ४३, डॉ. डी. बी. गांधी मार्ग, फोर्ट, मुंबई ४०० ०२३, यांनी दिनांक १३ डिसेंबर २०११ रोजीच्या पत्रान्वये सदरील निधी कर्मचारी भविष्य निर्वाह निधी व संकीर्ण उपबंध अधिनियम, १९५२ च्या कलम १५(२) नुसार भविष्य निर्वाह निधीमध्ये जमा करण्याबाबत कळविले आहे ;

आणि ज्याअर्थी, मे.ए.टी.ई. प्रा. लि., ४३, डॉ. डी. बी. गांधी मार्ग, फोर्ट, मुंबई ४०० ०२३, यांस देण्यात आलेली सूट रद्द करण्याबाबत शिफारस केलेली आहे आणि केंद्रीय भविष्य निर्वाह निधी आयुक्त यांनी सदर सूट रद्द करण्यास मान्यता दिली आहे ;

त्याअर्थी, आता, कर्मचारी भविष्य निर्वाह निधी व संकीर्ण उपबंध अधिनियम, १९५२ च्या कलम १७ च्या पोट-कलम ४ अन्वये प्रदान करण्यात आलेल्या अधिकारांचा वापर करून महाराष्ट्र शासन असा आदेश देत आहे की, मे.ए.टी.ई. प्रा. लि., ४३, डॉ. डी. बी. गांधी मार्ग, फोर्ट, मुंबई ४०० ०२३, यांस शासन अधिसूचना, उद्योग, ऊर्जा व कामगार विभाग, क्र. इपीएफ ११६५/११५१८५/काम (एक), दिनांक २२ ऑक्टोबर १९६५ द्वारे कर्मचारी भविष्य निर्वाह निधी योजना, १९५२ च्या प्रवर्तनातून देण्यात आलेली सूट दिनांक १६ नोव्हेंबर २०१३ या दिनांकापासून रद्द करण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

**रविकुमार पाटणकर,**

कक्ष अधिकारी.



In pursuance of Clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. EPF. 2013/C.R. 145/Lab-4, dated the 29th November 2013 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

B. S. KOLASE,  
Joint Secretary to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Madam Cama Road, Hutatma Rajguru Chowk, Mantralaya,  
Mumbai 400 032, dated the 28th November 2013.

**NOTIFICATION**

EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952.

No. EPF. 2013/C.R. 145/Lab-4.—Whereas by Government Notification, Industries, Energy and Labour Department, No. EPF 1165/115185/Lab (I), dated the 22nd October 1965, issued under clause (a) of sub-section 17 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (14 of 1952), the Government of Maharashtra has exempted the M/s. A.T.E. Private Limited, 43, Dr. V. B. Gandhi Marg, Fort, Mumbai 400 023, from the operation of the Employees' Provident Funds Scheme, 1952, with effect from the 22nd October 1965 subject to the conditions specified in the Schedule annexed to that Notification ;

And whereas, M/s. A.T.E. Private Limited, 43, Dr. V. B. Gandhi Marg, Fort, Mumbai 400 023, has requested for cancellation of exemption ;

And whereas, the Regional Provident Fund Commissioner, Mumbai has recommended the cancellation of the above mentioned exemption granted to the M/s. A.T.E. Private Limited 43, Dr. V. B. Gandhi Marg, Fort Mumbai 400 023 ;

Now, therefore, in exercise of the powers conferred by sub-section (4) of section 17 of the Employees' Provident Funds Scheme, 1952, the Government of Maharashtra hereby orders that the Exemption from the operation of the Employees' Provident Funds Scheme, 1952, granted to the M/s. A.T.E. Private Limited, 43, Dr. V. B. Gandhi Marg, Fort, Mumbai 400 023 , No. EPF 1165/115185/Lab (I), dated the 22nd October 1965, is cancelled with effect from the 16th November 2013.

By order and in the name of the Governor of Maharashtra,

RAVEEKUMAR PATANKAR,  
Section Officer.

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शुक्रवार, नोव्हेंबर २९, २०१३/अग्रहायण ८, शके १९३५

**उद्योग, ऊर्जा व कामगार विभाग**

मादाम कामा रोड, हुतात्मा राजगुरू चौक, मंत्रालय, मुंबई ४०० ०३२, दिनांक २९ नोव्हेंबर २०१३

**अधिसूचना****महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१.**

क्रमांक एसजीए. २०१३/प्र.क्र. ४४७/काम-५.—ज्याअर्थी, ज्यांची नावे यासोबत जोडलेल्या अनुसूची १ च्या स्तंभ (२) मध्ये नमूद केलेली आहेत अशा विवक्षित सुरक्षा रक्षकांना (यात यापुढे ज्यांचा उल्लेख “ उक्त सुरक्षा रक्षक ” असा करण्यात आला आहे), उक्त अनुसूची १ च्या स्तंभ (४) मध्ये नमूद केलेल्या मुख्य मालकांकडे कामावर ठेवलेले आहे, अशा मे. ए-वन केअर टेकर प्रा. लि. (बृहन्मुंबई व ठाणे), ६८, एस. आर. आंबेडकर नगर, अ. ग. खान रोड, वरळी, मुंबई ४०० ०१८ व मालक श्री. धर्मनारायण देवतादीन त्रिपाठी यांनी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ (१९८१ चा महा. ५८) याच्या कलम २३ अन्वये, उक्त अधिनियमाच्या सर्व तरतुदी आणि महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ (यात यापुढे ज्याचा उल्लेख “ उक्त योजना ” असा करण्यात आला आहे) याच्या अंमलबजावणीतून सूट मिळण्यासाठी अर्ज केला आहे ;

आणि ज्याअर्थी, सल्लागार समितीशी विचारविनिमय केल्यानंतर व उक्त सुरक्षा रक्षकांना मिळत असलेल्या लाभांची पडताळणी केल्यानंतर, त्यांना मिळत असणारे लाभ हे उक्त अधिनियमाद्वारे व त्या अधिनियमान्वये आणि उक्त योजनेद्वारे व तदन्वये तरतूद केलेल्या लाभांपेक्षा एकंदरीत पाहता कमी फायदेशीर नाहीत, असे महाराष्ट्र शासनाचे मत झालेले आहे.

त्याअर्थी, आता, महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ याच्या कलम २३ अन्वये प्रदान केलेल्या अधिकारांचा वापर करून, महाराष्ट्र शासन याद्वारे उक्त अधिनियमाच्या व उक्त योजनेच्या सर्व तरतुदींच्या अंमलबजावणीतून उक्त खाजगी सुरक्षा रक्षकांना, यासोबत जोडलेल्या अनुसूची २ मध्ये विनिर्दिष्ट केलेल्या शर्तीच्या अधीन राहून, महाराष्ट्र शासन राजपत्रात ही अधिसूचना प्रसिद्ध केल्याच्या दिनांकापासून तीन वर्षांच्या कालावधीसाठी सूट देत आहे.

### अनुसूची १

अ.क्र. (१)	सुरक्षा रक्षकाचे नाव (२)	वर्ग (३)	मुख्य मालकाचे नाव व पत्ता (४)
१	ऋषीकेश अनंत परब	सुरक्षा पर्यवेक्षक	मे. ब्ल्यू लोटस ज्वेलरी प्रा. लि., २११, भारत इंडस्ट्रियल इस्टेट, टोकरसी जीवराज रोड, शिवडी, मुंबई ४०० ०१५.
२	त्रिलोकचंद माताफेरी तिवारी	सुरक्षा रक्षक	—
३	जुर्गा मंजुरहुसैन खान	सुरक्षा रक्षक	—
४	रामअजोर रामसेवक निगम	सुरक्षा रक्षक	—
५	राजेशकुमार हजारीलाल सोनार	सुरक्षा रक्षक	—
६	संतोष कैलास गुप्ता	सुरक्षा रक्षक	—
७	मधुकर नवलू कांबळे	सुरक्षा रक्षक	—

**टीप.**—महाराष्ट्र शासन या सुरक्षा रक्षकांबाबत कोणत्याही प्रकारची हमी घेत नाही. मुख्य मालक स्वतःच्या जबाबदारीवर सुरक्षा रक्षकांना कामे देऊ शकतात.

### अनुसूची २

#### मालक एजन्सीने व मुख्य मालकांनी पाळावयाच्या शर्ती

१. **पोलीस तपासणी.**— सुरक्षा रक्षकांच्या तसेच एजन्सीच्या मालकांच्या पूर्वइतिहासाबाबत पोलीस पडताळणी दाखला तसेच एजन्सीकडे केंद्र शासनाच्या खाजगी सुरक्षा रक्षक (नियमन) कायदा, २००५ अंतर्गत परवाना असणे आवश्यक असेल.

२. **प्रशिक्षण.**— सुरक्षा रक्षकांना नियुक्त करण्यापूर्वी पुरेसे प्रशिक्षण देणे आवश्यक असेल.

३. **शैक्षणिक, शारीरिक आणि इतर पात्रता.**— सुरक्षा रक्षकांची शैक्षणिक व शारीरिक पात्रता पुढीलप्रमाणे असेल :—

**किमान शैक्षणिक पात्रता.**— इयत्ता ८ वी उत्तीर्ण.

**शारीरिक पात्रता.**— (अ) (१) उंची - १६२ सें.मी.

(२) वजन - ५० किलो

(३) छाती - न फुगवता - ७९ सें.मी.

फुगवून - ८४ सें.मी.

(४) नजर - दृष्टी चष्मा असल्यास नंबर जास्त नसावा.

(ब) आदिवासी उमेदवारांना उंचीमध्ये ५ सें.मी. व छातीमध्ये २ सें.मी. ची सवलत देण्यात यावी.

४. **लाभ.**— सुरक्षा रक्षकांना पुढील लाभ मिळतील :—

(अ) गणवेश प्रत्येक वर्षाला २ जोड.

(ब) चामडी बूट प्रत्येक वर्षात १ जोड.

(क) पावसाळी व हिवाळी गणवेश— (२ वर्षांतून एकदा) रेनकोट, ट्राऊझर, टोपी, वूलन कोट व पॅट.

५. **वेतन व इतर कायदेशीर सवलती.**— सूट दिलेल्या सुरक्षा रक्षकाने राष्ट्रीयीकृत बँकेमध्ये आपले खाते उघडावे व मालक एजन्सीने मुख्य मालकाकडे तैनात केलेल्या सुरक्षा रक्षकांच्या देय वेतनाच्या रकमेइतका रेखांकित धनादेश ७ तारखेपर्यंत वैयक्तिकरित्या सुरक्षा रक्षकास द्यावा. सुरक्षा रक्षकास दिलेल्या वेतनाबाबतचे सविस्तर तपशील नमुना “क” मधील विवरणपत्रामध्ये भरून सुरक्षा रक्षक मंडळास दर महिन्याच्या १० तारखेपर्यंत पाठवावे. मालक एजन्सीने खाली दर्शविल्याप्रमाणे लाभ सुरक्षा रक्षकांना द्यावेत :—

सानुग्रह अनुदान : वेतनाच्या १० टक्के

उपदान : वेतनाच्या ४ टक्के

भरपगारी रजा : वेतनाच्या ६ टक्के

भरपगारी सुट्टी : वेतनाच्या १ टक्के

सुरक्षा रक्षकांना लागू असलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजना यांच्या वजाती मालक एजन्सीने परस्पर संबंधित प्राधिकरणाकडे जमा कराव्यात आणि त्यांचे चलन माहितीसाठी मंडळास सादर करावे. मालक एजन्सीने भरणा केलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजनेच्या वजातीबाबतच्या पावत्या/चलन सुरक्षा रक्षकांना नियमितपणे देऊन त्या संदर्भातील एकत्रित तपशील शासनास, कामगार आयुक्त कार्यालयास व सुरक्षा रक्षक मंडळास प्रत्येक ६ महिन्यांनी सादर करावा, असे न केल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

६. **अतिकालिक भत्ता.**— सुरक्षा रक्षकांना मिळणारा अतिकालिक भत्ता हा मंडळाने नोंदीत सुरक्षा रक्षकांसाठी निश्चित केलेल्या वेतन दराच्या दुप्पट दरापेक्षा कमी नसावा, याबाबत संबंधित मुख्य मालकाची अंतिम जबाबदारी राहिल.

सुरक्षा रक्षकांना देय वेतन व लाभ देणे मुख्य मालकांची जबाबदारी असून मुख्य मालकाने त्यांच्याकडे तैनात करण्यात आलेल्या सुरक्षा रक्षकांना अधिनियम आणि योजनेतील तरतुदीनुसार वेतन व लाभ मिळत आहेत याची खात्री करून घेणे बंधनकारक असेल.

७. **विवरणपत्र सादर करणे.**— (अ) **त्रैमासिक विवरणपत्र.**—मालक एजन्सीजने सुरक्षा रक्षकांच्या नियुक्तीबाबतचे त्रैमासिक विवरणपत्र प्रत्येक त्रैमासिकाच्या (जानेवारी, एप्रिल, जुलै व ऑक्टोबर महिन्याच्या) पहिल्या आठवड्यात सोबत जोडलेल्या नमुना “अ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळास सादर करावे.

(ब) **सहामाही विवरणपत्र.**— (१) नियुक्त केलेल्या, नोकरी सोडून गेलेल्या आणि नव्याने भरती केलेल्या सुरक्षा रक्षकांबाबतचे विवरणपत्र दर ६ महिन्यांनी सोबत जोडलेल्या नमुना “ब” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळ यांना एजन्सीने सादर करावे.

(२) भविष्यनिर्वाह निधी व राज्य कामगार विमा योजनेची वर्गणी एजन्सीने नियमित भरून संबंधित सुरक्षा रक्षकांना त्यासंबंधी वेळोवेळी पावत्या द्याव्यात व दर सहा महिन्यात तसे केल्याबाबतचा अहवाल शासनास, कामगार आयुक्त व सुरक्षा रक्षक मंडळास द्यावा.

(३) यापूर्वीच्या भविष्यनिर्वाह निधीच्या रकमा व राज्य कामगार विमा योजनेची वर्गणी भरल्याबाबतचा पुरावा शासनाकडे सदर अधिसूचना निर्गमित झाल्यापासून तीन महिन्यांच्या आत सादर करावा. अन्यथा संबंधित सुरक्षा रक्षकांना देण्यात आलेली सूट रद्द करण्यात येईल.

(क) **वार्षिक विवरणपत्र.**— प्रत्येक मालक एजन्सीने, सनदी लेखापाल यांनी प्रमाणित केलेले वार्षिक विवरणपत्र सोबत जोडलेल्या नमुना “ड” मध्ये दरवर्षी ३० जून पर्यंत शासनास तसेच मंडळास सादर करावे. ज्यात एजन्सीने भरलेला आयकर, सुरक्षा रक्षकांचा जमा केलेला भविष्य निर्वाह निधी व कामगार राज्य विमा याबाबतच्या चलनाच्या प्रती व इतर तपशील असेल.

८. **एजन्सीची व सूट प्राप्त सुरक्षा रक्षकांची मंडळाकडे नोंदणी.**— अधिसूचनेच्या दिनांकापासून एक महिन्याच्या कालावधीत उक्त मंडळाकडे महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १३(२) व १४(३) मधील तरतुदीनुसार एजन्सीजने स्वतःची मालक म्हणून आणि त्यांच्याकडील सूट प्राप्त सुरक्षा रक्षकांची विहित नमुन्यातील अर्ज व शुल्क भरून मंडळात नोंदणी करून घ्यावी.

९. **एजन्सीच्या मुख्य मालकांची मंडळाकडे नोंदणी.**— सूट प्राप्त सुरक्षा रक्षकांच्या एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणा-या मुख्य मालकाने अधिसूचनेच्या दिनांकापासून १५ दिवसांचे आत योजनेच्या खंड १३(१)(अ) अन्वये स्वतःची मंडळात विहित नमुन्यातील अर्ज व शुल्क भरून नोंदणी करून घ्यावी.

१०. **नोंदणी शुल्क.**— एजन्सीने तसेच सूट प्राप्त सुरक्षा रक्षकाने मंडळाकडे नोंदणी करतेवेळी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १७ मधील तरतुदीनुसार मंडळाकडे विहित कालावधीत आवश्यक ते नोंदणी शुल्क भरले पाहिजे.

११. **नोंदणीकृत कार्यालय.**— एजन्सीचे नोंदणीकृत कार्यालय असावे आणि त्याबाबतची माहिती एजन्सीने शासन, कामगार आयुक्त व मंडळास द्यावी. नोंदणीकृत कार्यालयाचा पत्ता बदलल्यास अथवा एजन्सीच्या नावात बदल झाल्यास १५ दिवसांचे आत बदलाबाबतच्या आवश्यक त्या कागदोपत्री पुराव्यासह शासनास व मंडळास कळवावे, जेणेकरून शासन सुधारित अधिसूचना जारी करील. सुधारित अधिसूचना जारी झाल्यानंतर मंडळ झालेल्या बदलांची नोंद घेईल.

१२. **सुरक्षा रक्षकांची नियुक्ती.**— उक्त मंडळाकडे ज्या मुख्य मालकांची नोंदणी झाली आहे आणि/किंवा जे उक्त मुख्य मालक मंडळाच्या सुरक्षा रक्षकांच्या सेवेचा लाभ घेत आहेत अशा मुख्य मालकांकडे एजन्सी त्यांचेकडील सुरक्षा रक्षक नेमणार नाही. अशाप्रकारे सुरक्षा रक्षक नेमल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

१३. **ओळखपत्र व हजेरी कार्ड देणे.**— खाजगी सुरक्षा रक्षक एजन्सी त्यांचेकडील सुरक्षा रक्षकांना व अधिका-यांना नियुक्त केल्यापासून ३० दिवसांच्या आत ओळखपत्र व हजेरीकार्ड देईल.

१४. **कायदेशीर देणी अदा करणे.**— सुरक्षा रक्षक ज्यावेळी एजन्सीची नोकरी सोडतील, त्यावेळी त्यांना देय असलेली सर्व कायदेशीर देणी (उपदान व इतर कायदेशीर देणी) एजन्सीने अदा करून त्याबाबत झालेल्या व्यवहारांच्या प्रती मंडळाकडे सादर करणे एजन्सीला बंधनकारक राहिल.

१५. **एकावेळी एकाच मुख्य मालकाकडे नोकरी.**— सुरक्षा रक्षक एकावेळी एकापेक्षा अधिक मुख्य मालकाकडे काम करणार नाही. याबाबत प्रत्येक सुरक्षा रक्षक एजन्सीने खात्री करून घेतली पाहिजे.

१६. **एखाद्या सुरक्षा रक्षकास त्याच्या निवासस्थानापासून ५० कि.मी. पेक्षा अधिक अंतरावर काम करण्यासाठी पाठविल्यास मालक एजन्सीने त्याच्या एकूण वेतनाच्या २० टक्के रक्कम त्याला भत्ता म्हणून द्यावी.**

१७. **सुरक्षा रक्षकांच्या फायद्यांसंदर्भात शासनाने किंवा मंडळाने भविष्यकाळात घातलेल्या अटी व शर्तीचे पालन करणे एजन्सीला, तसेच मुख्य मालकाला बंधनकारक राहिल.**

१८. **मालक एजन्सीने त्यांच्या सुरक्षा रक्षकांना सूट प्राप्त झाल्यानंतर, सुरक्षा रक्षकांच्या वेतनाच्या ३ टक्के एवढी लेव्ही दरमहा १० तारखेपर्यंत मंडळास देय राहिल. सदर लेव्ही अधिसूचना निर्गमित झाल्याच्या दिनांकापासून १ महिन्याच्या आत मंडळाकडे जमा करणे अनिवार्य राहिल.**

मंडळाने विनिर्दिष्ट केलेल्या कालमर्यादेत लेव्हीची रक्कम भरण्यात जे नियोक्ता अभिकरण सातत्याने कसूर करील ते नियोक्ता अभिकरण मंडळाने भरणा करण्यास निर्धारित केलेल्या रकमेच्या १० टक्केहून अधिक असणार नाही इतका अधिभार दंडाच्या रुपाने मंडळाकडे भरील.

१९. **मालक एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणा-या मुख्य मालकाने करार संपुष्टात आल्यानंतर वा इतर कोणत्याही कारणामुळे सुरक्षा रक्षकांची सेवा घेणे बंद केले असल्यास सेवा खंडीत केल्याच्या दिनांकापासून ७ दिवसांच्या आत अशा मुख्य मालकाची व तेथून कमी केलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास सादर करील. अशा मुख्य मालकाची अधिसूचनेनुसार घेतलेली मंडळातील नोंदणी रद्द होईल. तसेच मालक एजन्सीकडून नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास व नजीकच्या पोलीस ठाण्यास ७ दिवसांच्या आत सादर करील. अशाप्रकारे नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नोंदणी मंडळ रद्द करील.**

२०. **मुख्य मालकाकडून सुरक्षा रक्षकांच्या कामाच्या मोबदल्यापोटी एजन्सीकडे जमा होणा-या रकमेपैकी, मंडळाने सुरक्षा रक्षकांच्या वेतनापोटी निश्चित केलेली रक्कम तसेच सर्व वैधानिक रकमा जसे भविष्य निर्वाह निधी, कामगार राज्य विमा योजना, बोनस प्रदान, रजा वेतन, राष्ट्रीय सुट्ट्यांचे वेतन यासाठी विनियमित केले जाईल निदान इतकी रक्कम किंवा मुख्य मालकाने एजन्सीला अदा केलेल्या रकमेच्या ५६ टक्के इतकी रक्कम किंवा यापैकी जी अधिक असेल ती सुरक्षा रक्षक एजन्सीनी सुरक्षा रक्षकांना अदा करणे आवश्यक आहे.**

२१. **सुरक्षा रक्षकांना साप्ताहिक सुट्टी उपभोगण्याकरिता कार्यमुक्त करणा-या सुरक्षा रक्षकांचे वेतन मुख्य मालक एजन्सीला अदा करील. हे वेतन यथा प्रमाण पद्धतीवर आधारित असेल व ही रक्कम मूळ वेतनाच्या १०% अथवा जी अधिक असेल इतकी असेल.**

२२. **सुरक्षा रक्षक मंडळामध्ये जमा करावयाची लेव्ही, सुरक्षा रक्षकांच्या प्रशिक्षणासाठीचा खर्च, देखरेखीवरील खर्च, तसेच एजन्सीचा प्रशासकीय खर्च व नफा या सर्व गोष्टींचा खर्च हा मुख्य मालकाने एजन्सीकडे जमा केलेल्या एकूण रकमेच्या ३०% रकमेपेक्षा जास्त नसावा.**

२३. **उपरोक्त अनिवार्य लादलेल्या खर्चावर नियमानुसार सेवाकर आकारला जाईल व सेवाकर त्या त्या वेळी अंमलात असलेल्या दरानुसार असेल.**

२४. **या व्यतिरिक्त सुरक्षा रक्षकांना गणवेश दिला जाईल व त्यासाठी ४% रक्कम दरवर्षी राखीव ठेवण्यात येईल.**

२५. **सुरक्षा रक्षकांना त्यांचे वेतन पुढील महिन्याच्या सात तारखेपर्यंत देण्यात यावे.**

वरीलपैकी कोणत्याही शर्तीचे मालक एजन्सीने उल्लंघन केल्यास त्यांना देण्यात आलेली सूट रद्द करण्यात येईल किंवा काढून टाकण्यात येईल.

अटी, शर्ती व नियमांचे तंतोतंत पालन होण्याबाबतची जबाबदारी मुख्य मालकाची असेल. अधिसूचनेतील तरतुदीनुसार सुरक्षा रक्षकांना एजन्सीने फायदे दिले नसल्यास सूटप्राप्त सुरक्षा रक्षकांना सदर फायदे देण्याची जबाबदारी मुख्य मालकाची असेल.

## नमुना “अ”

## सुरक्षा रक्षक एजन्सीने सादर करावयाचे त्रैमासिक विवरणपत्र

महिन्यांचे त्रैमासिक विवरणपत्र :

दिनांक :

जानेवारी-मार्च,  
एप्रिल-जून,  
जुलै-सप्टेंबर,  
ऑक्टोबर-डिसेंबर

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अनु- क्रमांक (१)	मुख्य मालकाचे नाव व पत्ता (२)	सुरक्षा रक्षकांच्या नियुक्तीचे ठिकाण (३)	सुरक्षा रक्षकांचे नाव व वर्ग (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना “ब”

## सुरक्षा रक्षक एजन्सीने सादर करावयाचे सहामाही विवरणपत्र

विवरणपत्राचा कालावधी : जानेवारी ते जून/जुलै ते डिसेंबर

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	मुख्य मालकाचे नाव व पत्ता	नियुक्त केलेल्या सुरक्षा रक्षकांची वर्गनिहाय एकूण संख्या	सुरक्षा रक्षक एजन्सी सोडून गेलेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या	नव्याने भरती झालेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या
(१)	(२)	(३)	(४)	(५)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

**नमुना “क”**

**एजन्सीने वेतन प्रदानाबाबत सुरक्षा रक्षक मंडळास सादर करावयाचे विवरणपत्र**

वेतन प्रदानाचा महिना :

मुख्य मालकाचे नाव व पत्ता :

बँकेचे नाव (शाखा व पत्ता) :

अनु- क्रमांक (१)	सुरक्षा रक्षकाचे नाव (२)	धनादेश क्रमांक व दिनांक (३)	रक्कम (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

**नमुना “ड”**

**सुरक्षा रक्षक एजन्सीने सादर करावयाचे वार्षिक विवरणपत्र**

वार्षिक विवरणपत्राचे आर्थिक वर्ष :

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	महिने (एप्रिल ते मार्च)	नियुक्त केलेल्या सुरक्षा रक्षकांची संख्या	सुरक्षा रक्षकांना अदा केलेले एकूण वेतन	भविष्य निर्वाह निधी ज्यावर कपात केली आहे असे वेतन	मंडळाकडे जमा केलेली ३ टक्के लेव्ही रक्कम
(१)	(२)	(३)	(४)	(५)	(६)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

ना. द. थोरवे,

कार्यासन अधिकारी.



In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. SGA. 2013/CR-447/LAB-5, dated the 29th November 2013 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

A. G. ASWALE,  
Joint Secretary (Labour) to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**  
Mantralaya, Mumbai 400 032, dated the 29th November 2013.

**NOTIFICATION**

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1981.

No. SGA. 2013/C.R.-447/LAB-5.— Whereas certain Security Gaurds whose names are mentioned in Column (2) of Schedule-I appended hereto (hereinafter referred to as “the said Security Guards”), employed with the Principal Employer mentioned in Column (4) of the said Schedule-I, employed by M/s. A-one Care Taker Pvt. Ltd., (Brihanmumbai and Thane), 68, S. R. Ambedkar Nagar, A. G. Khan Road, Worli, Mumbai 400 018 and owner Shri Dharmnarayan Devtadin Tripathi have applied for grant of exemption under section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 (Mah. LVIII of 1981) from the operation of all provisions of the said Act and the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 (hereinafter referred to as “the said Scheme”) ;

And whereas, the Government of Maharashtra, after consultation with the Advisory Committee and after verification of the benefits enjoyed by the said Security Guards is of the opinion that they are in enjoyment of benefits, which are on the whole not less favourable to them than the benefits provided by and under the said Act and the said Scheme.

Now, therefore, in exercise of the powers conferred by section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981, the Government of Maharashtra hereby exempts the said Security Guards from operations of all provisions of the said Act and the said Scheme, for a period of three years from the date of publication of this notification in the *Official Gazette*, subject to conditions specified in Schedule-II appended hereto :—

*Schedule-I*

Sr. No. (1)	Name of Security Guards (2)	Class (3)	Name and address of Principal Employer (4)
1	Rishikesh Anant Parab	Security Guard	M/s. Blue Lotus Jewellery Pvt. Ltd., 211, Bharat Industrial, Estate, Tokarcy Jivraj Road, Sewree, Mumbai 400 015.
2	Trilokchand Matapheri Tiwari	Security Guard	—,—
3	Jurgam Manjurhusain Khan	Security Guard	—,—



*Schedule-I—Contd.*

(1)	(2)	(3)	(4)
4	Ramajor Ramsevak Nigam	Security Guard	—,,—
5	Rajeshkumar Hajarilal Sonar	Security Guard	—,,—
6	Santosh Kailash Gupta	Security Guard	—,,—
7	Madhukar Navalu Kamble	Security Guard	—,,—

*Note.*—Government of Maharashtra does not take guarantee of any sort as regards to Security Guards. Principal Employers can employ these Private Security Guards at their own risk.

*Schedule-II***Conditions to be followed by the Employer Agency and Principal Employer**

1. *Police Verification.*—Police Verification Certificates regarding antecedent of the guards as well as the employer of such guard is necessary. Licence under the Private Security Agency (Regulation) Act, 2005 is also compulsory on the part of Employer Agency.

2. *Training.*—Adequate training shall be imparted to the Security Guards before they are deployed.

3. *Educational Qualifications, Physical Fitness and other requirements.*—Educational, physical and other requirements for the Security Guards shall be as follows :—

*Minimum Education Qualification* : 8th Standard Passed.

*Physical Requirements* (A) (1) Height — 162 c.m.

(2) Weight — 50 kg.

(3) Chest — 79 c.m. (Without Expansion) and 84 c.m. (On Expansion)

(4) Sight — If wearing glasses, the glass should not have excess number.

(B) In case of tribal candidates, there will relaxation of 5 c.m. in height and 2 c.m. in chest.

4. *Benefits.*—Benefits for Security Guards shall be as follows :—

(a) *Uniform* : Two pairs in a year.

(b) *Shoes* : One pair of leather shoes in a year.

(c) *Rainy and Winter Uniform* : (Once in two years) Raincoat, Trousers and Cap, Woollen Coat and Pant.

5. *Wages and other statutory Benefits.*—Exempted Security Guard shall open his account in a Nationalised Bank and agency shall give crossed cheque to each Security Guard equivalent to his earned wages by 7th of every month. Statement showing details of wages paid in Form “C” shall be submitted to the Security Guards Board by 10th of every month.

The Agency shall give the following benefits to the Security Guards :—

*Ex-Gratia* : 10% of wages

*Gratuity* : 4% of wages

*Leave with wages* : 6% of wages

*Paid Holidays* : 1% of wages.

Contribution to be deposited with the Competent Authorities in respect of various statues such as Provident Fund, E.S.I. etc. applicable to the Principal Employer, shall be deposited by the Agency with such authority and challan thereof be submitted to the Board for information. The Security Guards Agency should give regular receipt to the Guard and submit a consolidated report of the abovesaid transactions to the Government, the Commissioner of Labour and the Security Guards Board every six months. In case of default, the Agency shall be held responsible and shall be liable for cancellation of exemption.

6. *Overtime Allowance.*—Overtime Allowance should not be less than double the rates of wages existing at that time on the analogy of the Security Guards deployed by the Security Guards Board. The ultimate responsibility in this respect lies on the concerned Principal Employer.

It is the responsibility of the Principal Employer to pay wages and provide benefits to the Security Guards. The Principal Employer, in turn, shall ensure that the guards deployed at his establishment are getting wages and benefits not less favourable than those available under the Scheme.

7. *Filling of Returns*—(a) *Quarterly Return.*—Agency to submit quarterly return to the Government, the Commissioner of Labour and Board in the first week of first month of the quarter (January, April, July and October) in respect of employment of Security Guards in Form “A” appended hereto.

(b) *Half Yearly Return.*—(1) Half Yearly Return in Form “B” appended hereto shall be submitted by the Agency in respect of Guards engaged, who have left and newly recruited to the Government, the Commissioner of Labour and Board.

(2) The Security Guard Agency should make regular contribution of employees’ Provident Fund and ESIC of the concerned Security Guards and give regular Receipts to the guard and submit a consolidated report of the above said transaction to the Government, the Commissioner of Labour and the Security Guards Board every six months.

(3) The Security Guard Agency should submit proof of the previous contributions of employees’ Provident Fund and ESIC within a period of three months from the date of publication of this Notification to the Government. Otherwise, the exemption given to the concerned Security Guards will be cancelled.

(c) *Annual Return.*—Every Agency shall submit at Annual Return of Income Tax, P.F., E.S.I. duly certified by Chartered Accountant, in Form-D on or before 30th of June of every year to the Government and the Board, along with copies of challans and other details.

8. *Enrollment of the Agency with the Board.*—The Agency should get itself enroll with the Board according to the provisions of Clause 13(2) of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002, as an employer agency and shall register exempted Security Guards under Clause 14(3) of the Scheme applying in the Form devised by the Board by paying prescribed registration fee within a period of one month from the date of issuance of this Notification.

9. *Registration of Principal Employer of Employer Agency.*—The Principal Employer who is engaging exempted Security Guards of the agency shall get register with the Board as provided under Clause 13(1)(a) of the Scheme within 15 days from date of exempted Notification, applying in the Form devised by the Board by paying prescribed registration fee.

10. *Enrollment fees.*—While getting itself registered with the Board, the Agency should pay Registration Fee to the Board as per clause 17 of Maharashtra Private Security Guards (Regulation of Employment and Welfare), Scheme 2002 within stipulated time.

11. *Registered Office.*—Every Agency shall have registered office which shall be notified to the Government, Commissioner of Labour and the Board. In case of change in address or change in name, the same shall be informed to the Government and to the Board along with documentary proof thereof within a period of 15 days from such change, so as to Government can issue Notification in respect thereof. Board shall take note of such changes after issuance of the Notification.

12. *Allotment of Guards.*—The Agency shall not allot their Security Guards to such Principal Employers who are registered with the Board. If agency deploys its Security Guards to such Principal Employer in that case exemption will be cancelled.

13. *Issue of Identity Cards/Attendance Card.*—Every Agency shall issue identity card, attendance card to Security Guards and Officers engaged and deployed by them.

14. *Payment of Legal Dues.*—Whenever a Security Guard leaves his job, it is obligatory on the part of the agency to pay all the legal dues to him and copy of the records thereof shall be submitted to the Board including gratuity and other legal dues.

15. *Employment with one principal Employer at a time.*—Every Agency shall also ensure that its Security Guards shall not work for more than one Principal Employer at a time.

16. If any Security Guard is asked to work beyond the radius of 50 kms. from his place of residence, the Employer Agency shall pay an allowance @ 20% of total emoluments of such Security Guard.

17. The Agency and Principal Employer is liable to abide with any other terms and conditions, which may be imposed in favour of Security Guard by the Government of Maharashtra or Board in future.

18. The exempted Security Guard Agency should pay levy @ 3% to the Board per month on wages paid to the Security Guards on or before 10th of every month. The agency should start paying such levy within the period of 1 month from the date of exemption Notification. The employer agency who persistently makes default in remitting the amount of 3% levy within the time limit specified as above, shall further pay by way of penalty, surcharge @ 10% of the amount to be remitted.

19. In case, the Principal Employer discontinues the exempted Security Guards due to expiry of agreement or due to any reason, in that case, the agency shall submit the details of such Principal Employers and the Security Guards to the Board within 7 days from such discontinuation. In such case the registration of the said Principal Employer shall stand cancelled. The agency shall also submit the details of Security Guards who have left the services due to any reason alongwith details of the Principal Employers to the Board and concerned Police Station within 7 (Seven) days. On receipt of the above details Board will cancel the registration of such exempted guards.

20. From the amount of the payment made by the Principal Employer to the Security Agency, the Security Guards will be paid at least an amount which has been fixed by the Board towards the wages and all the statutory benefits towards Provident Fund, E.S.I.C., Payment of Bonus, leave with wages, leave on national holidays etc. or the same shall be the amount equivalent to 56% of the gross payment made by the Principal Employer to the Security Agency, whichever is higher.

21. The Principal Employer will pay to the agency on a prorata basis for the reliever who would be relieving the Security Guard in case of his weekly off or the amount paid to the reliever shall be 10% of the basic wages, or whichever is higher.

22. The amounts of levy to be deposited to the Security Guards Board, the cost of training of the Security Guards, the cost of supervision, administration of profits of the agency the total cost of which will not exceed more than 30% of the total amount paid by the Principal Employer to the agency.

23. The Service Tax will be levied on the total mandatory cost mentioned herein above at the rate which is in force at any given point of time.

24. In addition to this uniform will be provided to the Security Guards. For this purpose an amount of 4% per annum should be delineate.

25. Wages of the Security Guards will be paid not later than 7th of every next month.

Breach of any of above conditions by the employer agency shall make employer agency liable for cancellation or revocation of the exemption granted under this notification.

It shall be the responsibility of the Principal Employer to see that the terms, conditions and rules are followed scrupulously and in case the agency fails to grant the benefits to the exempted Security Guards as per the conditions of Notification the Principal Employer will be held responsible to pay the same to the exempted Security Guards.

**FORM 'A'****Quarterly Return to be filled by the Agency**

Quarterly Return for the months

Date :

(January-March,

April-June,

July-September,

October-December) :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial Number	Number and Address of the Principal Employer	Location of Security Guards deployed	Name and Category of the Guards
(1)	(2)	(3)	(4)

Authorised Signatory,  
(Name and Designation).

**FORM 'B'****Half Yearly Return to be submitted by Security Guards Agency**

Period of Return : January to June/

Date :

July to December

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Name and Address of Principal Employer	Total No. of Security Guards engaged Categorywise	No. of Security Guards who have left the Security Guards Agency Categorywise	Number of Security Guards Newly Recruited Categorywise
(1)	(2)	(3)	(4)	(5)

Authorised Signatory,  
(Name and Designation).

**FORM 'C'**

**Statement to be submitted to the Security Guards Board regarding  
disbursement of wages**

Disbursement of wages for the month of:

Name and Address of the Principal Employer :

Name of the Bank (Branch and Address):

Serial No.	Name of the Security Guard	No. and Date of the Cheque	Amount
(1)	(2)	(3)	(4)

Authorised Signatory,

(Name and Designation).

**FORM 'D'**

**Annual Return to be submitted by Security Guards Agency**

Period of Annual Return :

Date :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Months (April to March)	Total No. of Security Guards engaged	Total Wages Paid to the Security Guard	The Wages on which the P. F. Contribution is deducted	3% Levy Submitted to Board
(1)	(2)	(3)	(4)	(5)	(6)

Authorised Signatory,

(Name and Designation).

By order and in the name of the Governor of Maharashtra,

N. D. THORVE,

Section Officer.

१५०

शनिवार, नोव्हेंबर ३०, २०१३/अग्रहायण ९, शके १९३५

**उद्योग, ऊर्जा व कामगार विभाग**

हुतात्मा राजगुरू चौक, मादाम कामा रोड, मंत्रालय, मुंबई ४०० ०३२, दिनांक ३० नोव्हेंबर २०१३

**अधिसूचना****कारखाने अधिनियम, १९४८**

क्रमांक एफएसी. २०१३/प्र.क्र. २१२/कामगार ४.—कारखाने अधिनियम, १९४८ (१९४८ चा त्रेसष्ट) (यात यापुढे ज्याचा उक्त अधिनियम असा उल्लेख करण्यात आला आहे) च्या कलम ६४, ११२ आणि ११५ चे पोट-कलम (१) तसेच सर्वसाधारण खंड अधिनियम, १८९७ (१८९७ चा १०) च्या कलम २३ चे खंड (३), कलम ११५ चे उपकलम (१) नुसार प्रदान करण्यात आलेल्या अधिकारांचा आणि या बाबतीत महाराष्ट्र शासनास समर्थ करणाऱ्या इतर सर्व अधिकारांचा वापर करून, यामुळे बाधित होणाऱ्या व्यक्तींच्या माहितीसाठी, आणि याद्वारे सूचित करण्यात येत आहे की, सदर नियमाचा मसुदा **महाराष्ट्र शासन राजपत्रात** अधिसूचना प्रसिद्धीपासून ४५ दिवसानंतर महाराष्ट्र शासन विचारात घेईल.

उपरोक्त कालावधी समाप्त होण्यापूर्वी, उक्त मसुद्याच्या संबंधात कोणत्याही व्यक्तीकडून ज्या कोणत्याही हरकती किंवा सूचना, संचालक, औद्योगिक सुरक्षा व आरोग्य संचालनालय, कामगार भवन, ५वा मजला, ब्लॉक-ई, सी-२०, वांद्रे-कुर्ला संकुल, वांद्रे (पूर्व), मुंबई ४०० ०५१ यांच्याकडे प्राप्त होतील, त्या शासन विचारात घेईल.

**मसुदा**

१. (१) या नियमांना महाराष्ट्र कारखाने (सहायी सुधारणा) नियम, २०१३ असे म्हणता येईल.

(२) नियम १००, १०१ आणि १०२ हे **महाराष्ट्र शासनाच्या राजपत्रात** प्रसिद्ध झाल्याच्या दिनांकापासून पुढील पाच वर्षे अंमलात राहतील.

२. महाराष्ट्र कारखाने नियम, १९६३ यात नियम १००, १०१ आणि १०२ ऐवजी पुढील नियम दाखल करण्यात येतील.—

१०० पर्यवेक्षकीय किंवा व्यवस्थापकीय किंवा गोपनीय स्वरूपाची पदे धारण करणाऱ्या म्हणून ठरविण्यात आलेल्या व्यक्ती,—

(१) जर त्यांच्या नेहमीच्या कामाचा भाग म्हणून त्यांना अंगमेहनतीचे काम किंवा लिपिकीय स्वरूपाचे काम करावे लागत नसेल तर कलम ६४ मधील पोट-कलम (१) च्या अर्थातर्गत पुढील व्यक्तींना कारखान्यात पर्यवेक्षकीय किंवा व्यवस्थापकीय पदे धारण करणाऱ्या व्यक्ती म्हणून समजण्यात येईल :—

(एक) व्यवस्थापक, उप व्यवस्थापक, सहायक व्यवस्थापक, उत्पादन व्यवस्थापक, कामकाज व्यवस्थापक व महाव्यवस्थापक.

(दोन) विभागीय प्रमुख/सहायक विभागीय प्रमुख, विभागीय प्रभारी अधिकारी, सहायक विभागीय प्रभारी अधिकारी.



(तीन) मुख्य अभियंता, उप मुख्य अभियंता आणि सहायक अभियंता.

(चार) मुख्य रसायनतज्ञ, प्रयोगशाळा प्रमुख.

(पाच) पर्सोनेल मॅनेजर, पर्सोनेल अधिकारी.

(सहा) कामगार अधिकारी, सहायक कामगार अधिकारी.

(सात) कल्याण अधिकारी, अतिरिक्त कल्याण अधिकारी किंवा सहायक कल्याण अधिकारी.

(आठ) सुरक्षितता अधिकारी.

(नऊ) सुरक्षा अधिकारी.

(दहा) फोरमन, चार्जमन, ओव्हरसिअर, पर्यवेक्षक.

(अकरा) कापड गिरण्यातील जॉबर्स.

(बारा) मुख्य भांडारपाल आणि सहायक भांडारपाल.

(तेरा) बाष्पक सारंग किंवा जे बाष्पकाच्या बॅटरीचे प्रभारी आहेत आणि त्यांना केवळ देखरेखीचे काम करावे लागते असे बाष्पक परिचर.

(चौदा) मुख्य कारखाने निरीक्षकांच्या मते जो पर्यवेक्षकीय आणि व्यवस्थापकीय पद धारण करते आणि त्याने तसे लेखी स्वरूपात घोषित केलेले आहे अशी कोणतीही अन्य व्यक्ती.

(२) कारखान्यातील पुढील व्यक्ती या कलम ६४ च्या पोट-कलम (१) च्या अर्थातर्गत गोपनीय स्वरूपाच्या पदावर नेमण्यात आलेल्या आहेत, असे समजण्यात येईल.

(एक) लघुलेखक किंवा टेलेक्स ऑपरेटर,

(दोन) कार्यालय अधीक्षक,

(तीन) कार्यालयीन अधीक्षक नसेल त्याठिकाणी मुख्य लिपिक,

(चार) मुख्य लेखापाल, मुख्य रोखपाल.

(पाच) मुख्य टाईम किपर,

(सहा) मुख्य कारखाने निरीक्षकांच्या मते जो गोपनीय स्वरूपाचे पद धारण करते आणि त्याने तसे लेखी स्वरूपात घोषित केलेले आहे अशी कोणतीही अन्य व्यक्ती.

(३) एखादी व्यक्ती, तिच्या कामाच्या स्वरूपाच्या आधारे वरील पोट-नियम (१) किंवा (२) यामध्ये दिलेल्या व्याख्येच्या कक्षेत येते किंवा नाही ह्याविषयी कोणताही वाद निर्माण झाल्यास त्या बाबतीत मुख्य निरीक्षक लेखी आदेश काढून निर्णय देईल व तो अंतिम असेल.

(४) भोगवटादार किंवा व्यवस्थापकाने अर्ज केल्यावर मुख्य निरीक्षक वरील पोट-नियम (१) व (२) मध्ये व्याख्या करण्यात आलेल्या व्यक्ती व्यतिरिक्त अन्य कोणाही व्यक्तीस, ती कारखान्यात पर्यवेक्षकीय किंवा व्यवस्थापकीय पद धारण करणारी किंवा गोपनीय स्वरूपाच्या पदावर नेमण्यात आलेली व्यक्ती आहे असे त्याचे मत झाल्यास, अशी व्यक्ती असे पद धारण करीत आहे किंवा तिची अशा प्रकारे नेमणूक करण्यात आलेली आहे असे लेखी स्वरूपात घोषित करू शकेल.

(५) या नियमातील पोट-नियम (४) यात वर्णन केलेल्या स्वरूपाची मुख्य निरीक्षकाने यापूर्वी अस्तित्वात असलेल्या त्या बाबतीतील कोणत्याही नियमांच्या तरतुदीनुसार केलेली घोषणापत्रे ही, पोट-नियम (४) अन्वये केलेली आहेत असे समजण्यात येईल आणि ती यापुढे अंमलात राहतील.—

१०१. नियम १०० मध्ये व्याख्या केलेल्या व्यक्तीची यादी आणि अतिकालिक काम, हजेरीपट आणि चिड्ड्या.—

(१) कारखान्याचे कामकाज चालू असताना, नियम १०० मध्ये व्याख्या केलेल्या सर्व व्यक्तींची नावे आणि पदनामे दर्शविणारी यादी, प्रत्येक कारखान्यात ठेवण्यात येईल आणि ती, कारखान्यात काम चालू असेल तेव्हा सर्ववेळी निरीक्षकाला तपासणीसाठी उपलब्ध करून देण्यात येईल.

(२) या नियमांच्या पोट-नियम एक अन्वये ठेवण्यात आलेल्या यादीमधील ज्या व्यक्तीचे नाव दर्शविण्यात आलेले असेल, त्यांचे सर्वसादारण वेतन हे वेतन प्रदान अधिनियम, १९३६ (१९३६ चा ४) वेळोवेळी सुधारित केल्याप्रमाणेचे उप कलम (१), कलम ६ मध्ये नमूद केल्यापेक्षा जास्त असणार नाही आणि कलम ५९ प्रमाणे त्या व्यक्ती अतिकालिक कामाचे अतिकालिन वेतन मिळण्यास पात्र असतील, तसेच व्यवस्थापक अशा व्यक्तींना नियम ९६ प्रमाणे अतिकालिक कामाची चिड्डी देईल.

१०२. **विवक्षित प्रौढ कामगारांना सूट देणे.**— यासोबत जोडलेल्या अनुसूचीच्या स्तंभ २ मध्ये विनिर्दिष्ट केलेल्या कारखान्यांमध्ये, उक्त अनुसूचीच्या स्तंभ ४ मध्ये विनिर्दिष्ट केलेल्या कामांवर लावलेल्या प्रौढ कामगारांना, उक्त अनुसूचीच्या स्तंभ ५ मध्ये विनिर्दिष्ट केलेल्या कलमांच्या उप बंधापासून उक्त अनुसूचीच्या स्तंभ ६ मध्ये कोणत्याही शर्ती विनिर्दिष्ट केलेल्या असल्यास त्यास अधीन राहून आणि तसेच पुढील शर्तीस अधीन राहून सूट देण्यात येईल :—

(एक) कोणत्याही स्त्री कामगारांस कोणत्याही दिवशी नऊ तासांहून अधिक तास काम करण्यास भाग पाडण्यात येणार नाही किंवा काम करण्याची परवानगी असणार नाही.

(दोन) कलम ६४ पोट-नियम (२) मधील खंड (क) अन्वये सूट देण्यात आलेली असेल त्या संबंधात असेल त्याव्यतिरिक्त इतर बाबतीत अतिकालिक कामासह कामाच्या संबंधातील पुढील मर्यादांचे पालन करण्यात येईल :-

(अ) कोणत्याही दिवशी कामाचे एकूण तास दहाहून अधिक असणार नाहीत.

(ब) विश्रांतीची मध्यंतरी धरून एक दिवसात काम करण्याचा कालावधी हा कोणत्याही दिवशी १२ तासांपेक्षा अधिक असणार नाही.

(क) अतिकालिक कामाचे तास धरून आठवड्यात काम करण्याचे तास ६० पेक्षा अधिक असणार नाहीत.

(ड) कोणत्याही तिमाहीत अतिकालिक कामाचे एकंदर तास ५० पेक्षा अधिक असणार नाहीत.

परंतु या खंडाचे उप खंड (अ) आणि (ब) यानुसार लादण्यात आलेल्या मर्यादा अनुसूचीतील वर्ग आणि क्रमांक १०(१) ते (३९) यासमोर विनिर्दिष्ट केलेल्या कारखान्यांमध्ये कामावर आलेल्या पाळी कामगारांच्या बाबतीत जर उक्त कामगारांना कामावर गैरहजर असलेल्या दुसऱ्या एखाद्या पाळी कामगारांच्या जागी नंतरच्या संपूर्ण पाळीचे किंवा तिच्या काही भागाचे काम करण्यास परवानगी देण्यात आलेली असेल तर लागू होणार नाहीत.



अनुसूची

गट क्र.	कारखान्याचा वर्ग	ज्या कलमान्वये सूट देण्यात आलेली आहे ते कलम	सूट दिलेल्या कामाचे स्वरूप	ज्या कलमांतून सूट देण्यात आलेली आहे ते कलम	शर्ती
(१)	(२)	(३)	(४)	(५)	(६)
१	सर्व कारखाने	६४ (२) (क) आणि ६४ (३) तातडीच्या दुरुस्ती-करिता आणि कलम ६१ च्या तरतुदीतून अनुषंगिक सूट यासाठी.	तातडीच्या दुरुस्त्या स्पष्टीकरण : या सुटीच्या प्रयोजनासाठी तातडीच्या दुरुस्ती या अर्थ- (अ) यंत्र, संयंत्र, किंवा कारखान्याची बांधणी यांच्या कोणत्याही भागाची अशा प्रकारची दुरुस्ती की जी अंमलात आणण्यास विलंब लागल्यास मानवी जीवनास किंवा सुरक्षिततेस धोका पोहचू शकेल किंवा उत्पादन प्रक्रिया बंद पडेल ; (ब) खोल समद्रातील जहाजे आणि व्यापारी विमाने यांच्या अशा दुरुस्त्या की ज्या अशा जहाजांना किंवा विमानांना बंदरे किंवा विमानतळ येथून योग्यवेळी निघून जाता यावे किंवा त्यांना यथास्थिती सागरी प्रवासक्षम अथवा हवाई प्रवासक्षम स्थितीत त्यांचे नित्याचे प्रचालन चालू ठेवता यावे म्हणून आवश्यक आहेत ; आणि (क) चलन शक्तीत (motive power) बदल करण्याच्या उदा. बाष्प शक्ती-ऐवजी विद्युत शक्ती किंवा त्याउलट वापर करण्याच्या संबंधातील त्यावेळच्या दुरुस्त्या जेव्हा अशी कामे नेहमीची उत्पादन प्रक्रिया थांबविल्याशिवाय करणे शक्य नसते, परंतु तातडीच्या दुरुस्त्यात अधूनमधून करावयाची स्वच्छतेची व डागडुगीची कामे समाविष्ट असणार नाहीत.	कलमे ५१, ५२, ५४, ५५, ५६ आणि ६१	(एक) भोगवटादाराने किंवा व्यवस्थापकाने असे काम सुरू झाल्यावर २४ तासांच्या आत तातडीच्या दुरुस्त्यां विषयाचे बिनचूक स्वरूप, ज्या वेळेपासून अशा कामास प्रारंभ झाला ती निश्चित वेळ आणि अशा कामावर लावलेल्या सर्व व्यक्तींची यादी या बाबी नमूद असलेली नोटीस निरीक्षकांना पाठविली पाहिजे. अधिनियमाच्या कलम १०८(२) अन्वये अशा नोटीशीची एक प्रत कारखान्या मध्ये लावली पाहिजे. तातडीच्या दुरुस्तीचे काम पूर्ण झाल्यावर २४ तासांच्या आत आधीच्या नोटीशीमध्ये नमूद केलेल्या प्रत्येक कामगारांच्या संबंधात नमूना क्र. १५ मध्ये केलेल्या नोंदीच्या प्रतीसह निरीक्षकांना तशा अर्थाची नोटीस पाठविली पाहिजे. (दोन) कोणत्याही कामगारास अशा दुरुस्तीच्या कामात कुठल्याही दिवशी पंधरा तासांपेक्षा जास्त एकामागे एक येणाऱ्या ३ दिवसांत ३९ तासांपेक्षा जास्त, किंवा त्याची अशा कामावर नियुक्ती झाल्यापासून सुरू होणाऱ्या एकामागून एक येणाऱ्या सात दिवसांच्या प्रत्येक कालावधीत ६६ तासांपेक्षा जास्त काळ काम करावयास भाग पाडू नये किंवा करू देऊ नये. (तीन) कारखान्यात तातडीची “ दुरुस्ती ” म्हणून करण्यात येणारे कोणतेही काम हे “ तातडीची दुरुस्ती ” नाही असे जर निरीक्षकांचे मत झाले तर त्याने त्या संदर्भात व्यवस्थापकावर आदेश बजावावेत आणि अशा कामाच्या बाबतीत व्यवस्थापकाने कुठल्याही कामगारास कलम ५१, ५२, ५४, ५५, ५६ चा भंग करून काम करावयास भाग पाडू नये आणि

२ जेथे अखंड प्रक्रिया चालते अशा कारखान्या व्यतिरिक्त इतर सर्व कारखाने.	६४(२) (ख) पूर्वतयारीचे किंवा पूर्व स्वरूपाचे काम यासाठी	(अ) कारखान्यातील मिल गिअरींग, डायव्हिंग किंवा प्रकाश योजनेची विद्युत उपकरणे, यांत्रिकी किंवा विद्युत शक्तीवर चालणारी उच्चचलन यंत्रे किंवा लिफ्ट आणि वाफेचे किंवा पाण्याचे पाईप किंवा पंपस् याबद्दलची नित्याची करावयाची देखभालीची कामे. (ब) विभागातील तेल काम करणारे, आणि (क) विद्युत मोटर्स, यांच्याशी जोडलेले स्विच गिअर्स यांची सुरु करण्याची, थांबविण्याची आणि सुस्थितीत ठेवण्याची कामे करणारे कामगार.	५१, ५४, ५५ आणि ५६.	अधिनियमाच्या कलम ६१ चे पालन करावे.(चार) कुठल्याही कामगारास किमान अर्धा तास विश्रांतीचे वा जेवण्याचे मध्यंतर दिल्याशिवाय ६ तासापेक्षा अधिक काळापर्यंत काम करण्यास भाग पाडू नये किंवा देऊ नये.(पाच) अधिनियमाचे कलम ५३ आणि नियमातील नियम ९५ व ९६ चे पालन केले पाहिजे.
३ सर्व कारखाने	६४(२) (ग) अपरिहार्यपणे वारंवार खंडित होणाऱ्या स्वरूपाच्या कामासाठी.	(१) (अ) प्रकाश योजनेचे, वायुवीजनाचे, कृत्रिम आद्रीकरणाचे उपकरण संच घालविणाऱ्यांनी करावयाची कामे. (ब) आग पंपवाल्यांनी आणि सर्व अग्निशमन कर्मचाऱ्यांनी करावयाचे काम. (२) टेलिफोन ऑपरेटर व टेलेक्स ऑपरेटर.	५१, ५४, ५५ आणि ५६.	(एक) कोणत्याही कामगारास आठ तासांपेक्षा अधिक काळ असलेल्या पाळीत काम करण्यास भाग पाडू नये किंवा करू देऊ नये. (दोन) अशा प्रकारची कामे करण्याची परवानगी दिलेल्या कामगारांना जेवण्याची व विश्रांतीची मध्यंतरे देण्यात यावीत. (तीन) नियम ९५ आणि ९६ च्या तरतुदींचे पालन करावे. (एक) कोणत्याही कामगारास आठ तासांपेक्षा जास्त काळ असलेल्या पाळीत काम करण्यास भाग पाडू नये किंवा करू देऊ नये. (दोन) अशा कामावर काम करण्याची परवानगी दिलेल्या सर्व कामगारांना जेवण आणि विश्रांतीसाठी मध्यंतरे देण्यात आली पाहिजे. (तीन) नियम ९५ व ९६ च्या तरतुदींचे पालन करावे.
४ सर्व कारखाने	६४(२) (ज) इंजिन घरे, बाष्पकगृहे, शक्ति संयंत्र (पॉवर प्लँट) किंवा परिषण यंत्रसामग्री यांच्या संबंधातील कामासाठी.	इंजिनघरे किंवा बाष्पकगृहे यामध्ये काम करणारे शक्ति संयंत्र किंवा परिषण यंत्रसामग्री किंवा क्राईम मूव्हर्स यांचे काम पहाणारे कामगार.	५१ आणि ५२	कलम ५३, नियम ९५ आणि ९६ च्या तरतुदींचे पालन करावे.
५ सर्व कारखाने	६४(२) (त्र) माल चढविण्याचे व माल उतरविण्याचे काम.	रेल्वेच्या वाघिणीमध्ये किंवा लॉ-यांमध्ये किंवा मालमोटारीमध्ये माल चढविण्याच्या किंवा त्यातून माल उतरवण्याच्या किंवा माल धक्क्यावर चढविण्याच्या किंवा माल उतरवण्याच्या कामावर लावलेले कामगार.	५१, ५२, ५४, ५५ आणि ५६.	(एक) कोणत्याही कामगारास आठ तासांपेक्षा जास्त काळ असलेल्या पाळीत काम करण्यास भाग पाडू नये किंवा करू देऊ नये.

अनुसूची—चालू

(१)	(२)	(३)	(४)	(५)	(६)
					(दोन) अशा कामावर काम करण्याची परवानगी दिलेल्या सर्व कामगारांना जेवणासाठी व विश्रांतीसाठी मध्यंतरे देण्यात यावेत. (तीन) कलम ५३ आणि नियम ९५ व ९६ चे पालन करावे.
६ कॉरबॅनिक ॲसिड गॅस तयार करण्याचे कारखाने.	६४(२) (ख) पूर्व तयारीचे किंवा पूरक स्वरूपाचे काम यांसाठी.	बंद बॉयलर प्रज्वलीत करण्याचे फायरमनचे काम.	५१, ५४ आणि ५५	(एक) या सुटीचा लाभ प्रंद असलेला प्लँट, ज्या दिवशी पुन्हा चालू करण्यात येईल त्याच दिवशी घेण्यात यावा. (दोन) कोणत्याही कामगारास आठ तासापेक्षा अधिक काळ असलेल्या पाळ्यात काम करण्यास भाग पाडू नये किंवा करू देऊ नये. (तीन) अशा कामावर काम करण्यास परवानगी दिलेल्या सर्व कामगारांना जेवण व विश्रांतीसाठी मध्यंतरे देण्यात यावीत. (चार) नियम ९५ व ९६ च्या तरतुदींचे पालन करण्यात यावे.	
७ (१) कापड छपाई कारखाने किंवा विभाग.	६४(२)(ख) पूर्व तयारीचे किंवा पूरक स्वरूपाचे काम यासाठी.	कापडाची छपाई सन्फोरायझिंग, फिनिशिंग, मर्सरायझिंग या प्रमुख प्रक्रियांच्या पूर्व तयारीचे किंवा पूरक स्वरूपाचे काम.	५१, ५४ आणि ५६	नियम ९५ व ९६ च्या तरतुदींचे पालन करण्यात यावे.	
(२) सूत कताई व विणारी गिरण्या.	६४(२)(ख) पूर्व तयारीचे किंवा पूरक स्वरूपाचे काम यासाठी.	ब्लोरूममधील धुरांडी स्वच्छ करण्याच्या कामाचा अंतर्भाव असलेले काम.	५१, ५४ आणि ५६	नियम ९५ व ९६ च्या तरतुदींचे पालन करण्यात यावे.	
(३) फिल्म स्टुडिओ.	६४(२)(ख) पूर्व तयारीचे किंवा पूरक स्वरूपाचे काम यासाठी.	चित्रपटाच्या चित्रीकरणाच्या दृष्टीने आवश्यक असलेले पूर्व तयारीचे किंवा पूरक स्वरूपाचे सर्व काम.	५१, ५४ आणि ५६	नियम ९५ व ९६ च्या तरतुदींचे पालन करण्यात यावे.	
८ डाईंग किंवा ब्लिचिंग कारखाने विभाग.	६४(२)(ख) पूर्व तयारीचे किंवा पूरक स्वरूपाचे काम यासाठी.	फोरमनने करावयाची कामे.	५१, ५४, ५५ आणि ५६	(एक) कोणत्याही कामगारांस ८ तासांहून अधिक काळाच्या पाळीत काम करण्यास भाग पाडू नये किंवा करू देऊ नये.	

९ (१) विटांच्या भट्या.	६४(२)(घ) तांत्रिक कारणांसाठी सतत चालू ठेवावे लागणारे काम यांसाठी.	फायरमनचे भट्ट्यांवरील काम.	कलम ५५	(दोन) अशा प्रकारचे काम करण्यास परवानगी दिलेल्या सर्व कामगारांना जेवणाची आणि विश्रांतीची मध्यंतरे दिली पाहिजेत. (तीन) नियम ९५ व ९६ च्या तरतुदींचे पालन करण्यात यावे. (एक) कोणत्याही कामगारास ८ तासांहून अधिक काळाच्या पाळीत काम करण्यास भाग पाडू नये किंवा करू देऊ नये. (दोन) अशा प्रकारचे काम करण्यास परवानगी दिलेल्या सर्व कामगारांना जेवणाची आणि विश्रांतीची मध्यंतरे दिली पाहिजेत.
(२) काजू बियांचे कारखाने.	वरीलप्रमाणे	तेल गाळण्याचे काम.	कलम ५५	वरीलप्रमाणे
(३) कापडावर छपाई आणि प्रक्रिया करणारे कारखाने.	वरीलप्रमाणे	कापडांवरील छपाई, प्रिन्टिंग, फिनिशिंग, मर्सरायझिंग, रिजिंग, डाईंग, सिंगरींग आणि सनफोरझिंग यांची कामे.	कलम ५५	वरीलप्रमाणे
(४) धातुच्या घडीच्या नळ्या उत्पादन करणारे कारखाने.	वरीलप्रमाणे	काम करताना सतत प्रक्रिया चालू ठेवावी लागत असेल तर धातुच्या घडीच्या नळ्यांचे पेंट्री, कोटिंग डाईंग यांचे काम.	कलम ५५	वरीलप्रमाणे
(५) सायकल निर्मिती, स्वयंचलित वाहने निर्मिती आणि पोलादी फर्निचर समिती.	वरीलप्रमाणे	रंगकाम आणि इन्मॅलिंग विभाग यांचे काम आणि अर्धस्वयंचलित प्लेटिंग प्लांटचे काम.	कलम ५५	वरीलप्रमाणे
(६) इन्मॅलड वायर उत्पादन करणारे कारखाने.	वरीलप्रमाणे	धातुच्या तारांना इन्मॅलिंग करण्याचे काम.	कलम ५५	वरीलप्रमाणे

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(१)	(२)	(३)	(४)	(५)	(६)
(७) लोह व अलोह धातुचे कारखाने.	वरीलप्रमाणे	हॉट रोलिंगची कामे.		कलम ५५	वरीलप्रमाणे
(८) पिठाच्या गिरण्या.	वरीलप्रमाणे	सर्व कामे.		कलम ५५	वरीलप्रमाणे
(९) गोंद तयार करणारे कारखाने.	वरीलप्रमाणे	तुकडे करणे, तूस काढणे, दळणे व आवेष्टित या संबंधीची कामे.		कलम ५५	वरीलप्रमाणे
(१०) भारत सरकारची टाकसाळ.	वरीलप्रमाणे	वितळविणे आणि त्यातील धातुंचा गाळ धुणे याबद्दलची कामे.		कलम ५५	वरीलप्रमाणे
(११) चामडी कापडाचे कारखाने.	वरीलप्रमाणे	पीव्हीसीचा थर देणे, गरम हवेच्या भट्टीत सुकविणे व एकत्रित करणे, उमटरेखन करणे यांसारखे अखंड करण्याचे काम.		कलम ५५	वरीलप्रमाणे
(१२) चुन्याच्या भट्ट्या.	वरीलप्रमाणे	भट्ट्या चालविण्यासाठी करावी लागणारी कामे.		कलम ५५	वरीलप्रमाणे
(१३) तेलाच्या गिरण्या.	वरीलप्रमाणे	सतत प्रक्रिया चालू ठेवण्यासाठी करावयाचे काम.		कलम ५५	वरीलप्रमाणे
(१४) सेनासामग्री तयार करण्याचे कारखाने.	वरीलप्रमाणे	मेल्लिंग शॉप, स्वार्फ अॅनिलिंग, फर्नेस, गॅस उत्पादन यंत्रे, वीज उपकेंद्र पाणी व वीज वाटप विभाग यामधील कामे.		कलम ५५	वरीलप्रमाणे
(१५) औषध निर्मिती कारखाने.	वरीलप्रमाणे	सतत चालणा-या प्रक्रियेतील सर्व कामे.		कलम ५५	वरीलप्रमाणे
(१६) प्लॅस्टिकचे कारखाने.	वरीलप्रमाणे	प्लॅस्टिक इंजेक्शन मोल्डींग आणि एक्सट्रुजन यंत्रावरील कामे.		कलम ५५	वरीलप्रमाणे
(१७) मातीची भांडी बनविणारे कारखाने.	वरीलप्रमाणे	आगवाल्यांची भट्टीवरील कामे.		कलम ५५	वरीलप्रमाणे

(१८) लाखेचे कारखाने.	वरीलप्रमाणे	भट्ट्यांवर नेमलेले कामगार.	कलम ५५	वरीलप्रमाणे
(१९) गाळण्याचे व शुद्धी करण्याचे कारखाने.	वरीलप्रमाणे	(१) रिड्यूसिंग भट्टीवरील कामे. (२) इलेक्ट्रोलिटिक रिफायनिंगशी संबंधित अखंड प्रक्रियेची सर्व कामे.	कलम ५५	वरीलप्रमाणे
(२०) साबण कारखाने.	वरीलप्रमाणे	साबण उकळविण्याच्या पात्रांवर आणि सुकविण्याच्या पात्रांवर करावयाचे काम.	कलम ५५	वरीलप्रमाणे
(२१) सोडीयम व पोटॅशियम बायक्रोनेट कारखाने.	वरीलप्रमाणे	सर्व कामे.	कलम ५५	वरीलप्रमाणे
(२२) सूत कताई आणि विणाई गिरण्या.	वरीलप्रमाणे	उष्ण हवा सायझिंग यंत्रावर करण्यात येणारी कामे.	कलम ५५	वरीलप्रमाणे
१० (१) ॲसिटी-लीनचे कारखाने.	६४(२)(उ) तांत्रिक कारणांसाठी सतत कराव्या लागणा-या कामासाठी प्रक्रिया संदर्भातील कामे.	वायुनिर्मिती व सिलिंडर भरण्याची कामे.	कलमे ५१, ५२, ५४, ५५ आणि ५६.	वरीलप्रमाणे. (तीन) नियम ९५ व ९६ च्या तरतुदी पाळल्या पाहिजेत. (चार) कलम ५३ चे पालन अशाप्रकारे करण्यात यावे की, अशा कामगारांना कलम ५२(१) खालील लागोपाठ येणा-या चार कायदेशीर सुट्ट्यांचा समावेश असलेल्या प्रत्येक कालावधीत किमान दोन सुट्ट्या घेता येतील. (पाच) कामावर न आलेल्या एखाद्या कामगाराच्या गैरहजेरीत एखाद्या पाळी कामगारास नंतरच्या सर्व पाळीचे किंवा तिच्या भागाचे काम या अटीवर करू देता येईल की, या पाळी कामगाराची नंतरची पाळी कामगार ज्या पाळीचा असेल ती पाळी संपण्याच्या विनिर्दिष्ट वेळेपासून १६ तासांचा अवधी संपण्यापूर्वी सुरू होता कामा नये.

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(१)	(२)	(३)	(४)	(५)	(६)
(२) कारबॉनिक ऑसिड ६४(२) (ड) गॅसचे कारखाने.	६४(२)(ड)	फायरमन, पंप्स चालविणारे, संयंत्र चालक, तेल घालणारे, सिलिंडर भरणारे यांनी करावयाची कामे.	कलमे ५१, ५२, ५४, ५५ आणि ५६	कामावर न आलेल्या एखाद्या कामगाराच्या गैरहजेरीत एखाद्या पाळी कामगारास नंतरच्या सर्व पाळीचे किंवा तिच्या भागाचे काम या अटीवर करू देता येईल की, या पाळी कामगाराची नंतरची पाळी कामगार ज्या पाळीचा असेल ती पाळी संपण्याच्या विनिर्दिष्ट वेळेपासून १६ तासांचा अवधी संपण्यापूर्वी सुरु होता कामा नये.	
(३) कार्बोनिक गॅस घनीभवन करण्याच्या कर्मशाळा.	वरीलप्रमाणे	फायरमन, पंप्स चालविणारे, संयंत्र चालक, तेल घालणारे, सिलिंडर भरणारे यांनी करावयाची कामे. ब्लॉक आवेष्टीत करण्याखेरीजची इतर सर्व कामे.	कलमे ५१, ५२, ५४, ५५ आणि ५६.	वरीलप्रमाणे	
(४) सिमेंटचे कारखाने आणि ऑस्बेस्टॉस सिमेंटचे कारखाने.	वरीलप्रमाणे	सतत चालू असणाऱ्या प्रक्रियांची सर्व कामे.	वरीलप्रमाणे	वरीलप्रमाणे	
(५) रासायनिक कारखाने.	वरीलप्रमाणे	सतत चालू असणाऱ्या प्रक्रियांची सर्व कामे.	वरीलप्रमाणे	वरीलप्रमाणे	
(६) रासायनिक पदार्थांचे कारखाने.	वरीलप्रमाणे	ऑक्स्टेड कार्बन तयार करण्यासंबंधीची प्रक्रिया.	वरीलप्रमाणे	वरीलप्रमाणे	
(७) चलचित्रपट संस्करण कारखाने.	वरीलप्रमाणे	चित्रफिती तयार करून धुण्याच्या सर्व प्रक्रियांतील कामे.	वरीलप्रमाणे	वरीलप्रमाणे	
(८) कोल वायुचे कारखाने.	वरीलप्रमाणे	रिटार्ट हाऊस वॉटर गॅस प्लॉटमधील सर्व कामे, कोळसा उतरविणे, कोळसा साठविण्याची टाकी भरणे व कोक वाहून नेणे वगैरेसंबंधी यार्डमधील मजुरांची कामे, वक्रनलिका, बाष्पके, स्टेशनमीटर गव्हर्नर्स संबंधीची कामे.	वरीलप्रमाणे	वरीलप्रमाणे	
(९) कॉम्प्युटर्सची यंत्रसामग्री.	वरीलप्रमाणे	सर्व प्रकारची कामे.	वरीलप्रमाणे	वरीलप्रमाणे	

(१०) मिठाई बनविण्याचे कारखाने किंवा विभाग.	वरीलप्रमाणे	चॉकलेटच्या स्वादाचे व माल्टयुक्त असे अन्नपदार्थ बनविण्याची व चॉकलेट तयार करण्याचे कामे.	वरीलप्रमाणे	वरीलप्रमाणे
(११) अशुद्ध खनिज तेल आणि पेट्रो केमिकल शुद्धीकरणाचे कारखाने.	वरीलप्रमाणे	(अ) संयंत्र चालकांनी अग्निशामक यंत्रचालकांनी, प्रयोगशाळा चाचणीकारांनी, विश्लेषकांनी, अखंड प्रक्रियेशी संबंधित अशा देखभाल आणि उपकरण विभागातील कर्मचारी वर्गाने आणि ड्रसर्स व नमुना घेणा-यांनी करावयाची सर्व कामे. (ब) सुरक्षायंत्र चालकांकडून केली जाणारी कामे.	वरीलप्रमाणे	वरीलप्रमाणे
(१२) डेक्स्ट्रिन उत्पादनाचे कारखाने.	वरीलप्रमाणे	सतत प्रक्रिया चालणारी कामे.	वरीलप्रमाणे	वरीलप्रमाणे
(१३) आसवनी	वरीलप्रमाणे	निरनिराळ्या मूळ पदार्थापासून साखर काढण्याची कामे, उसाचा रस आंबवणे व आंबलेल्या रसापासून मद्य गाळणे.	वरीलप्रमाणे	वरीलप्रमाणे
(१४) कारखान्याचे विद्युत संचालक, विद्युत भरण विभाग.	वरीलप्रमाणे	विद्युत संचालक विद्युतभरणा संबंधीची कामे.	वरीलप्रमाणे	वरीलप्रमाणे
(१५) वीजग्रहण केंद्र अथवा उपकेंद्र.	वरीलप्रमाणे	रिसिर्व्हिंग व डिस्ट्रिब्युशन, स्विच गिअर लाईटनिंग, अॅरेस्टर्स सिंक्रोनर्स. आणि इतर व्हॅन्सर्स व रोटरी स्टॅटिक व्हॅन्सर्स यांच्यासह ट्रान्सफॉर्मर्स आणि सहाय्यकारी यंत्रसामग्री चालविणे व सुस्थितीत ठेवणे.	वरीलप्रमाणे	वरीलप्रमाणे
(१६) इलेक्ट्रॉनिक भाग निर्मितीचे कारखाने.	वरीलप्रमाणे	कार्बन रजिस्टर्सचे वेल्डिंग, लॅकरींग आणि कलर कोटींग विषयीची कामे.	वरीलप्रमाणे	वरीलप्रमाणे
(१७) लोह व अलोह धातुचे कारखाने.	वरीलप्रमाणे	हॉट रोलिंग करण्याची कामे.	वरीलप्रमाणे	वरीलप्रमाणे
(१८) काच कारखाने.	वरीलप्रमाणे	अखंडपणे चालणाऱ्या कार्टरींग व पॅकिंग यांच्यासह सतत प्रक्रिया चालणारी सर्व कामे.	वरीलप्रमाणे	वरीलप्रमाणे



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(१)	(२)	(३)	(४)	(५)	(६)
(१९) ग्लिसरीनचे कारखाने.	वरीलप्रमाणे	सतत प्रक्रिया चालू असणारी सर्व कामे.		वरीलप्रमाणे	वरीलप्रमाणे
(२०) हॅड्रॉलिक पंपिंग स्टेशन	वरीलप्रमाणे	सर्व कामे.		वरीलप्रमाणे	वरीलप्रमाणे
(२१) बर्फ तयार करण्याचे कारखाने.	वरीलप्रमाणे	इंजिन व कॉम्प्रेसर यांवरील चालक व मदतनीस यांचे व तेलवाले यांची कामे.		वरीलप्रमाणे	वरीलप्रमाणे
(२२) मॅग्नेशियम क्लोराईड उत्पादनाचे कारखाने.	वरीलप्रमाणे	अर्क (Concentrate) भरण्यासंबंधी कामे.		वरीलप्रमाणे	वरीलप्रमाणे
(२३) दुग्धशाळा	वरीलप्रमाणे	दूध गोळा करणे, थंड करणे, त्यावर पाश्चरायझिंगची प्रक्रिया करणे, ते साठवून ठेवणे, बाटल्यांमध्ये भरणे आणि खोक्यात भरणे या विषयीची सर्व कामे.		वरीलप्रमाणे	वरीलप्रमाणे
(२४) तेल टाक्यांची यंत्रणा.	वरीलप्रमाणे	अ) पंपिंगच्या कामाच्या संबंधात कामगारांकडून केले जाणारे काम. ब) भट्ट्यांवरील कर्मचारी व आगवाले यांच्याकडून केले जाणारे काम. क) सुरक्षितता यंत्रणेच्या कर्मचा-यांकडून केले जाणारे काम.		वरीलप्रमाणे	वरीलप्रमाणे
(२५) ऑक्सिजन निर्मितीचे कारखाने.	वरीलप्रमाणे	इंजिन आणि संयंत्रचालक, तेलवाले यांची आणि सिलिंडर भरण्याची कामे.		वरीलप्रमाणे	वरीलप्रमाणे
(२६) कागद, कार्डबोर्ड आणि स्ट्रॉबोर्ड तयार करण्याचे कारखाने.	वरीलप्रमाणे	चॉपर्स, डायझेस्टर्स, निडर्स, स्ट्रेनर्स आणि वॉशर्स यांवरील काम आणि विंटर्स, कागदनिर्मिती यंत्रे, पंपाची संयंत्रे, रिलर्स आणि कटर्स या यंत्रांवरील कामे.		वरीलप्रमाणे	वरीलप्रमाणे
(२७) औषधांचे कारखाने.	वरीलप्रमाणे	रासायनिक संयंत्रामधील सतत चालणाऱ्या प्रक्रियांतील कामे.		वरीलप्रमाणे	वरीलप्रमाणे
(२८) फोनोग्रा-फ्रिक डिक्स निर्मितीचे कारखाने.	वरीलप्रमाणे	मॅट्रिक्स विभागातील सर्व कामे.		वरीलप्रमाणे	वरीलप्रमाणे

(२९) पोटॅशियम क्लोरेट उत्पादनाचे कारखाने.	वरीलप्रमाणे	तेल विभागातील कामे.	वरीलप्रमाणे	वरीलप्रमाणे
(३०) कोणत्याही प्रकारे वीज निर्मिती करणारे सार्वजनिक विद्युत कारखाने आणि कोणत्याही प्रकारे वीज निर्मिती करणाऱ्या इंजिन खोल्या आणि बाष्पक विभाग.	वरीलप्रमाणे	मूलगतिजनक, सहाय्यकारी यंत्रसामग्री, जनित्रे, ट्रान्सफॉर्मर्स आणि स्विचगिअर्स व इंजिन आणि बाष्पके व त्यांच्या सहाय्यक यंत्रणा चालवणे व त्यांची देखभाल करणे.	वरीलप्रमाणे	वरीलप्रमाणे
(३१) सार्वजनिक पंपिंग व कॉम्प्रेसर स्टेशन.	वरीलप्रमाणे		वरीलप्रमाणे	वरीलप्रमाणे
(३२) रबर उत्पादन आणि रबर टायरचे कारखाने.	वरीलप्रमाणे	रबराच्या क्युरिंग प्रक्रियेतील सर्व कामे.	वरीलप्रमाणे	वरीलप्रमाणे
(३३) चांदी शुद्धीकरणाचे कारखाने.	वरीलप्रमाणे	सर्व कामे.	वरीलप्रमाणे	वरीलप्रमाणे
(३४) साबण तयार करण्याचे कारखाने.	वरीलप्रमाणे	(१) अखंड साबणनिर्मिती संयंत्रामधील सतत चालणा-या प्रक्रियेतील काम. (२) अखंडपणे चालणारे कार्टनिंग व पॅकिंग यासह सिथॅटिक डिटर्जंट संयंत्रामधील सतत प्रक्रिया चालू असणारे सर्व काम.	वरीलप्रमाणे	वरीलप्रमाणे
(३५) सोडियम व पोटॅशियम बाय कार्बोनेट तयार करण्याचे कारखाने.	वरीलप्रमाणे	भट्ट्या व स्फटिकीकरण यंत्रणा येथील काम	वरीलप्रमाणे	वरीलप्रमाणे

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(१)	(२)	(३)	(४)	(५)	(६)
	(३६) स्टार्च उत्पादन करण्याचे कारखाने.	वरीलप्रमाणे	अभियांत्रिकी आणि कर्मशाळा विभाग यांच्या व्यतिरिक्त इतर सर्व कामे.	वरीलप्रमाणे	वरीलप्रमाणे
	(३७) साखर कारखाने.	वरीलप्रमाणे	उस प्राप्त करणे व त्याचे वजन करणे येथपासून साखर पोत्यात भरण्यापर्यंतची सर्व कामे.	वरीलप्रमाणे	वरीलप्रमाणे
	(३८) वनस्पती तेलाचे हैड्रोजनेशन करणारे कारखाने.	वरीलप्रमाणे	तेलाचे शुद्धिकरण, ब्लिचिंग, गाळणी, हैड्रोजन निर्मिती, हैड्रोजनेटिंग विगंधी करणे प्रक्रिया, प्राणवायुचे संपीडन, सिलिंडर भरणे यांची कामे.	वरीलप्रमाणे	वरीलप्रमाणे
	(३९) निःसृत प्रक्रिया संयंत्र असणारे कारखाने.	वरीलप्रमाणे	सतत प्रक्रिया चालणारे काम.	वरीलप्रमाणे	वरीलप्रमाणे
११	कापसातील सरकी काढण्याचे काम करणारे कारखाने	कलम ६४(२)(ख) पूर्व तयारीचे किंवा पूरक स्वरूपाचे काम यासाठी कलम ६४(२) (च) ठराविक हंगामात करावयाचे काम. कलम ६१ पासून आनुषंगिक सूट देण्यासाठी कलम ६४(२).	जिन फिटर, मोची आणि यंत्राला तेल देणारे यांच्याकडून केली जाणारी कामे.	५१, ५२, ५४, ५५, ६५ आणि ६१.	१० (१) आणि (६) मध्ये नमूद केलेल्या सर्व पाच अटी कलम ६२ खाली आवश्यक असलेल्या नोंदणी पत्रकात किंवा हजेरीपटात अशा प्रत्येक कामगारास ज्या कालावधीत काम करण्यास भाग पाडण्यात आले त्या कालावधीचा संपूर्ण तपशील अचूक नोंदविण्यात आला पाहिजे किंवा हजेरीपटातील नोंदी अद्ययावत असल्या पाहिजेत.
१२	चिनी मातीच्या वस्तू उत्पादन करणारे कारखाने.	कलम ६४(२)(घ) सतत चालणारे काम यासाठी.	विवर भट्ट्यांवर करण्यात येणारी कामे.	५२ आणि ५५	वरील ७ मधील सर्व शर्ती.
१३	गुन्हाळे (गूळ उत्पादन करणारे कारखाने).	कलम ६४(२)(ख) पूर्वतयारीचे किंवा पूरक स्वरूपाचे काम यासाठी ६४(२)(ग) खंडित स्वरूपाची कामे.	सर्व कामे.	५१, ५४, ५५ आणि ५६.	वरील ७ मधील सर्व शर्ती.

१४ वृत्तपत्र मुद्रणालये.	कलम ६४(२)(१) यंत्रात बिघाड झाल्यामुळे अडून राहिलेल्या वृत्तपत्र छापण्याच्या कामासाठी.	दैनिक किंवा साप्ताहिक वृत्तपत्रासंबंधीची सर्व कामे.	५१, ५४, ५५ आणि ५६.	(अ) कोणत्याही कामगारास कोणत्याही आठवड्यात ५६ तासांपेक्षा अधिक काळ काम करण्यास लावू नये. (ब) साप्ताहिक वृत्तपत्र प्रकाशित होण्याच्या आधी फक्त दोन दिवसांव्यतिरिक्त जादा काम करू नये. (क) ह्या कलमाखालील सुटीचा लाभ ज्या विभागातील यंत्रामध्ये बिघाड झाला त्या विभागामध्येच घेता येईल. (ड) अशा प्रकारचे काम करण्याची परवानगी दिलेल्या सर्व कामगारांना जेवण्याची व विश्रांतीची मध्यंतरे दिली पाहिजेत.
१५ सर्व कारखाने	कलम ६४(२)(ट) राष्ट्रीय महत्वाचे काम म्हणून राज्य शासनाने अधिसूचीत केलेल्या कामासाठी.	राज्य शासनाने <b>शासकीय राजपत्रात</b> राष्ट्रीय महत्वाचे काम म्हणून अधिसूचित केलेल्या कोणत्याही कामावर लावलेले कामगार.	५१, ५२, ५४, ५५ आणि ५६.	वरील १०(१) मधील शर्त क्रमांक ५ सोडून इतर सर्व शर्ती. ”

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

**अरविंद कुमार,**  
शासनाचे प्रधान सचिव (कामगार).

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. FAC. 2013/C.R. 212/LAB-4, dated the 30th November 2013 is hereby published under the authority of the Governor of Maharashtra.

By order and in the name of the Governor of Maharashtra,

ARVIND KUMAR,  
Principal Secretary to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Madam Cama Marg, Hutatma Rajguru Chowk,  
Mantralaya, Mumbai 400 032, dated the 30th November 2013

*NOTIFICATION*

THE FACTORIES ACT, 1948.

No. FAC.2013/C.R. 212/LAB-4.— The following draft of rules further to amend the Maharashtra Factories Rules, 1963, which the Government of Maharashtra proposes to make in exercise of the powers conferred by section 64, 112 and sub-section (1) of section 115 of the Factories Act, 1948 (63 of 1948), in its application to the State of Maharashtra (hereinafter referred to as “the said Act”) read with clause (3) of section 23 of the General Clauses Act, 1897 (10 of 1897), is hereby published as required by sub-section (1) of said section 115, for information of all the persons likely to be affected thereby ; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after the expiry of the period of forty-five days from the date of which the draft notification is published in the *Maharashtra Government Gazette*.

Any objections or suggestions which may be received by the Director, Industrial Safety and Health, Kamgar Bhavan, 5th Floor, Opp. R.B.I., Bandra-Kurla Complex, Bandra (E.), Mumbai 400 051, from any person with respect to the said draft, on or before the expiry of the aforesaid period, will be taken into consideration by the Government.

*DRAFT*

1. (1) These Rules may be called, Maharashtra Factories (Sixth Amendment) Rules, 2013.

(2) Rules 100, 101 and 102 shall remain in force for the period of five years from the date of publication of these rules in the *Maharashtra Government Gazette*.

2. In the Maharashtra Factories Rules, 1963, for rules 100, 101 and 102 the following rules shall be substituted, namely :—

“ 100. persons defined to hold positions of supervision or employed in a confidential position,—

(1) In the factory the following persons shall be deemed to hold positions of supervision or management within the meaning of sub-section (1) of section 64, provided they are not required to perform manual Labour or clerical work as a regular part of their duties, namely :—

- (i) The Manager, Deputy Manager, Assistant Manager, Production Manager, Works Manager and General Manager ;
- (ii) Departmental Head, Assistant Departmental Head, Departmental in- Charge or Assistant Departmental in-Charge ;
- (iii) Chief Engineer, Deputy Chief Engineer and Assistant Engineer ;

- (iv) Chief Chemist, Laboratory Incharge ;
- (v) Personel Manager, Personel Officer ;
- (vi) Labour Officer, Assistant Labour Officer ;
- (vii) Welfare Officer, Additional Welfare Officer or Assistant Welfare Officer ;
- (viii) Safety Officer ;
- (ix) Security Officer ;
- (x) Forman, Chargeman, Overseer and Supervisor ;
- (xi) Jobber in Textile Factories ;
- (xii) Head Store-Keeper and Assistant Store-Keeper ;
- (xiii) Boiler Sarang or Such Boiler Attendants who are Incharge of a battery of boilers and are only required to do supervisory work ; and
- (xiv) Any other person who in the opinion of the Chief Inspector, holds a positions of supervision or management and is so declared in writing by him.

(2) In a factory, the following persons shall be deemed to be employed in a confidential position within the meaning of sub-section (1) of section 64, namely :—

- (i) Stenographers or Telex Operators ;
- (ii) Office Superintendents ;
- (iii) Head Clerk where there is no office Superintendent ;
- (iv) Head Accountant and Head Cashier ;
- (v) Head Time Keeper ; and
- (vi) Any other person who is in the opinion of the Chief Inspector is employed in a confidential position and is so declared in writing by him.

(3) Any dispute whether a person, by virtue of the nature of his duties, falls in any of definitions given in sub-rules (1) or (2) above, shall be decided by the Chief Inspector by passing an order in writing, which shall be final.

(4) On an application made by the occupier or Manager of the factory, the Chief Inspector may declare in writing any person other than the person defined in sub-rules (1) and (2) above as a person holding a position of supervision or management or employed in a confidential position in a factory, if in the opinion of the Chief Inspector, such person holds such position or is so employed.

(5) All declarations of the nature described in sub-rule (4) of this rule, made by the Chief Inspector under the provisions of any earlier rules in that behalf shall be made under sub-rule (4), and shall continue to remain in force —

**101.** List of persons defined on rule 100 and overtime muster-roll and slip,—

(1) A list showing the names and designations of all persons defined in the rule 100 shall be maintained in every factory and it shall be made available for inspection to the Inspector at all times when work is being carried on in any factory ;

(2) Where the ordinary rate of wages of any person, whose name is shown in the list maintained under sub-rule (1) of this rule does not exceed the wage limit specified in sub-section (6) of section 1 of the payment of Wages Act, 1936 (4 of 1936), as amended from time to time be entitled to extra wages in respect of overtime work under section 59, the Manager of the factory shall issue overtime slips as prescribed under rule 96, to such persons.

**102.** *Exemption of certain adult workers.*—Adult works engaged in factories specified in column (2) of the Schedule hereto annexed, on the work specified in column (4) of the said Schedule shall be exempted

from the provisions of section specified in column (5) thereof subject to the conditions, if any specified in column (6) of the said Schedule, and also subject to the following conditions, namely :—

- (i) no woman worker shall be required or allowed to work for more than nine hours in any day ;
- (ii) except in respect of exemption under clause (a) of sub-section (2) of section 61, the following limits of work inclusive of overtime shall be observed, namely :—
  - (a) the total number of hours of work in any day shall not exceed ten ;
  - (b) the spread over, inclusive of intervals for rest, shall not exceed twelve hours in any one day ;
  - (c) the total number of hours in week, including overtime shall not exceed sixty ; and
  - (d) the total number of hours of overtime shall not exceed fifty for one quarter :

Provided that, the limits imposed by sub-clauses (a) and (b) of this clause shall not apply in the case of a shift workers engaged in factories specified against category and No. 1 to 39 in the said Schedule if the said worker is allowed to work the whole or part of the subsequent shift in the absence of a worker who has failed to report for duty.

Schedule					
Category Number (1)	Class of factories (2)	Exemption under section (3)	Nature of exempted work (4)	Exemption from section (5)	Conditions (6)
1	All factories	64(2) (a) and 64 (3) for urgent Repairs and for consequential exemptions from the provisions of section 61.	<p><i>Urgent repairs.</i>—Explanation for the purposes of this exemption, “urgent repairs” shall means.—</p> <p>(a) repair to any part of machinery, plant or structure of a factory, which are of such a nature that delay in their execution would involve danger to human life or a safety or the stoppage of the manufacturing processes,</p> <p>(b) repairs to deep-sea ships and repairs to commercial aircrafts which are essential to enable such ships or aircrafts to leave port at proper time or continue their normal operations in sea- worthy or air-worthy conditions as the case may be; and</p> <p>(c) repairs in connection with a change of motive power e.g. from steam to electricity or <i>vice versa</i>, when such work cannot possibly be done without stoppage of the normal manufacturing process :</p> <p>Provided that, urgent repairs shall not include periodical cleaning and maintenance work.</p>	51, 52, 54, 55, 56 and 61.	<p>(i) The occupier or manager of the factory shall send to the Inspector a notice within 24 hours of the commencement of the work, stating therein the precise nature of urgent repairs, the exact time of the commencement of such work and the list of all persons employed on such work. A copy of such notice shall be displayed in the factory as provided under section 108(2) of the Act, within 24 hours of the completion of the work of urgent repairs, a notice to that effect shall be sent to the Inspector, alongwith the copy of the entries made in respect of every worker mentioned in the earlier notice.</p> <p>(ii) No worker shall be allowed or required to work on such repairs for more than 15 hours on any one day, 39 hours during any 3 consecutive days or 66 hours during each period of seven consecutive days, commencing from his first employment on such work,</p> <p>(iii) If the Inspector is of the opinion that any work carried on in a factory as urgent repairs is not urgent repairs the Inspector shall serve on the</p>



*Schedule—Contd.*

(1)	(2)	(3)	(4)	(5)	(6)
					manager an order to that effect and the manager shall in respect of such work, not required any worker to work in contravention of the provisions of sections 51, 52, 54, 55, 56 and shall comply with section 61 of the Act ;
					(iv) No worker shall be required or allowed to work for a period of more than 6 hours before he has had an interval of rest or food of at least half an hour.
					(v) Provisions of section 53 of the Act and rule 96 of the rules shall be complied with.
2	All factories except those on continuous process.	64(2) (b) for work in the nature of preparatory or complementary work.	(a) maintenance work in connection with the mill gearing the electric driving of lighting apparatus the mechanical or electrical lifts or hoists and the steam or water pipes or pumps of the factory ; (b) departmental oilers ; and (c) workers attending to the starting, stopping and maintaining electrical motors and connected switch gears.	51, 54, 55 and 56	(i) No worker shall be required or allowed to work on shift of longer than 8 hours duration, (ii) Intervals for food and rest shall be given to all workers allowed to work on such work, (iii) provisions of rule 96 shall be complied with.
3	All factories	64(2)(c) for work which is necessarily inter mittent in nature.	(a) work performed by drivers on lighting, ventilating and humidifying apparatus; (b) work performed by fire pump man and all personnel on the fire-fighting staff; (c) Telephone Operators and Telex Operators.	51, 54, 55, and 56	(i) No worker shall be required or allowed to work on shift of longer than 8 hours duration, (ii) Intervals for food and rest shall be given to all workers allowed to work on such work, (iii) Provisions of rule 96 shall be complied with.

4	All factories	64(2)(h) for work in the engine rooms, boiler house, power plant or transmission machinery.	Workers engaged in engine rooms or boiler house attending to power plant or transmission machinery or the prime movers.	51 and 52	Provisions of section 53 and rule 96 shall be complied with.
5	All factories	64(2)(j) work of loading and unloading.	Workers engaged in the loading or unloading of railway wagons or lorries, trucks and tankers or the loading and unloading at jetties.	51, 52, 54, 55 and 56.	(i) No worker shall be required or allowed to work on shift of longer than 8 hours duration . (ii) Intervals for food and rest shall be given to all workers allowed to work on such works, (iii) Provisions of section 53 and rule 96 shall be complied with.
6	Carbonic Acid Gas factories.	64(2)(b) for work in the nature of preparatory or complementary work.	Work of firemen to light a lye boiler	51, 54 and 55	(i) This exemption shall be availed of only on the day on which the plant is restarted after a closure. (ii) No worker shall be required or allowed to work on shift of longer than 8 hours duration. (iii) Intervals for food and rest shall be given to all workers allowed to work on such work. (iv) Provisions of rule 96 shall be complied with.
7	(1) Cloth printing factories or departments.	64(2) (b) work in the nature of preparatory or complementary work.	Work in the nature of preparatory or complementary to main operation of printing sanforizing, finishing and mercerizing of cloth.	51, 54 and 56	Provisions of rule 96 shall be complied with.

*Schedule—Contd.*

(1)	(2)	(3)	(4)	(5)	(6)
	(2) Cotton spinning and weaving mills.	Do	Work involved clearing blow room flues.	Do	Do
	(3) Film Studios.	Do	All work in the nature preparatory or complementary work which is necessary for the shooting of films.	Do	Do
8	Dyeing or bleaching factories or departments.	64(2) (b) for work in the nature of preparatory or complementary work.	Work performed by Kiermen.	51, 54, 55 and 56.	(i) No workers shall be required or allowed to work on shift of longer than 8 hours duration, (ii) Intervals for food and rest shall be given to all workers allowed to work on such work, (iii) Provisions of rule 96 shall be complied with.
9	(1) Brick factories.	64(2) (b) for work in the nature of preparatory or complementary work.	Work of firemen on kilns.	55	(i) No worker shall be required or allowed to work on shift of longer than 8 hours duration. (ii) Intervals for food and rest shall be given to all workers allowed to work on such work. (iii) Provisions of rule 96 shall be complied with.
	(2) Cashew Nut factories.	Do	Oil Extraction work	55	Do
	(3) Cloth Printing and Processing factories.	64(2) (d) for work which for technical reason must be carried out continuously.	Work of cloth printing, bleaching, finishing, mercerizing, raising, dyeing singeing and sanforizing.	55	(i) No worker shall be required or allowed to work on shift of longer than 8 hours duration. (ii) Intervals for food and rest shall be given to all workers allowed to work on such work.

(4) Collapsible tube manufacturing factories.	Do	Work of painting, coating, dying of collapsible tubes if carried on in a continuous process.	55	Do
(5) Cycle manufacturing, Automobile manufacturing and manufacture of steel furniture.	Do	Work of painting and enameling section and semi-auto-matic painting plant.	55	Do
(6) Enamelled wire manufacturing factories.	Do	Work of enameling of wire.	55	Do
(7) Ferrous and Non-Ferrous metal factories.	Do	Work on hot Rolling.	55	Do
(8) Flour Mills.	Do	All work	55	Do
(9) Gum Industry.	Do	Work performed in connection with shifting, dehusking, grinding and packing.	55	Do
(10) India Government Mint.	Do	Melting Department including dress washing.	55	Do
(11) Leather cloth factories.	Do	Working of continuous coating of PVC drying fusing in hot air oven and embossing.	55	Do
(12) Lime Bhatties.	Do	Workers employed on Bhatties	55	Do

*Schedule—Contd.*

(1)	(2)	(3)	(4)	(5)	(6)
	(13) Oil Mills	Do	All continuous process work.	55	Do
	(14) Ordnance	Do	Work in melting shop swarfanneal in furnace gas producers, Electrical sub-stations and water and electrical distribution departments	55	Do
	(15) Pharmac-eutical factories.	Do	All continuous process work	55	Do
	(16) Plastic factories.	Do	Work on plastic injection moulding machine and extrusion machine.	55	Do
	(17) Pottery work.	Do	Workers of firemen on kilns.	55	Do
	(18) Shellac factories.	Do	Workers employed on kilns.	55	Do
	(19) Smelting and Refining factories.	Do	(1) Work on the reducing furnance. (2) A11 continuous process work in connection with electrolytic refining.	55	Do
	(20) Soap factories.	Do	Work on soap boiling pans and soap drying pans.	55	Do
	(21) Sodium and potassium bichromate factories.	Do	All works.	55	Do
	(22) Spinning and Weaving Mills.	Do	Work on hot air sizing machine.	55	Do
10	(1) Acetylene factories.	64(2)(d) for work for which technical reasons must be carried on continuously.	Generation of gas and filling of cylinders.	51, 52, 54, 55 and 56.	(i) No worker shall be required or allowed to work on shift of longer than 8 hours duration. (ii) Intervals for food and rest shall be given to all workers allowed to work on such work.

(iii) Provisions of rule 96 shall be complied with.

(iv) Compliance with section 53 shall be made in such way that such workers shall be allowed not less than two holidays in each period covered by four consecutive statutory holidays under section 52(1) .

(v) In the absence of a worker who has failed to report for duty, a shift worker may be allowed to work the whole or part of the subsequent shift :

Provided that the next shift of that worker shall not commence before a period of 16 hours has elapsed after the specified stopping time of the shift to which he belongs.

(2) Carbonic Acid gas works.	Do	Work of firemen, pumpmen, plant driver, oilers and the filling of cylinders.	Do	Do
(3) Carbonic acid gas solidification works.	Do	All works except packing blocks.	Do	Do
(4) Cement factories and asbestos cement factories.	Do	All continuous process works.	Do	Do

*Schedule—Contd.*

(1)	(2)	(3)	(4)	(5)	(6)
(5) Chemical factories.	Do	Do		Do	Do
(6) Chemical product factories.	Do	Process of manufacturing activated carbon.		Do	Do
(7) Chemato-graphic films processing factories.	Do	Work on developing and washing process.		Do	Do
(8) Coal gas factories.	Do	All work in the resort house and on the water gas plant, work of the coal yard labour staff in unloading coal, feeding hoppers and removing coke, work on the siphons boilers, station meters and governors.		Do	Do
(9) Computer installations.	Do	All work.		Do	Do
(10) Confectionery Manufacturing departments or factories.	Do	Manufacturing of malted chocolate flavoured food and chocolate making.		Do	Do
(11) Crude Mineral oil and Petro-chemical Refining factories.	Do	(a) All continuous process work performed by the plant operators, fire operators, laboratory testers and analysts, maintenance and instrument personnel connected with continuous process work, dressers and sample carries. (b) Work performed by safety operators.		Do	Do
(12) Dextrine manufacturing factories.	Do	All continuous process work.		Do	Do

(13) Distilleries	Do	Work on the extraction of sugar from various bases, fermentation of sugarcane juice and distillation of fermented wash.	Do	Do
(14) Electrical accumulators charging department of factories.	Do	Operations in connection with charging electrical accumulators.	Do	Do
(15) Electrical receiving station and sub-stations.	Do	Operation and maintenance of transformers and their auxiliaries including receiving and distribution, switch gear, lightening arrestors, synchronous and other condensers and rotary and static condensers.	Do	Do
(16) Electronic Component factories.	Do	Welding, lacquering and colour coding of carbon registers.	Do	Do
(17) Ferrous and non-ferrous metal factories.	Do	Hot rolling	Do	Do
(18) Glass factories.	Do	All continuous process work including cartoning and packing carried out in continuous chain.	Do	Do
(19) Glycerine factories.	Do	All continuous process work.	Do	Do
(20) Hydraulic Pumping stations.	Do	All work	Do	Do
(21) Ice factories.	Do	Work of the engine and compressors, drivers and assistants and oilers.	Do	Do



*Schedule—Contd.*

(1)	(2)	(3)	(4)	(5)	(6)
(22) Magne- sium Chloride.	Do	The work on concentrating process	Do	Do	
(23) Milk Dairies.	Do	All work of receiving, chilling processing of milk by pasturisation, storage, bottling and packing of milk.	Do	Do	
(24) Oil tank Installations	Do	(a) Work performed by workers in connection with pumping operations. (b) Work performed by furnancemen and firemen. (c) Work performed by safety operators.	Do	Do	
(25) Oxygen factories.	Do	Work Engine and plant drivers, oilers and the filling the cylinders.	Do	Do	
(26) Paper, card-board and straw- board factories.	Do	Work performed on chopper, digester, kneaders Strainers and washers, beaters, paper making machines, pumping plants, realers and cutters.	Do	Do	
(27) Pharmace- utical factories.	Do	All continuous process operations in chemicals plants.	Do	Do	
(28) Phonograph Disc manufacturing factories.	Do	Work performed in matrix Department	Do	Do	
(29) Potassium Chlorate factories.	Do	Work in the cell room	Do	Do	
(30) Public Electricity supply factories generating	Do	Operation and maintenance of Prime oven and auxiliaries, generators, transfomers and swichgears, also engines and boilers and their auxiliaries.	Do	Do	

electricity in any manner and those engine rooms and boiler Departments or generating electricity in any manner.

(31) Public pumping and compressor stations.	Do		Do	Do
(32) Rubber Tyre and Rubber factories.	Do	All work on curing process of rubber.	Do	Do
(33) Silver refineries.	Do	All work	Do	Do
(34) Soap factories.	Do	(a) All continuous process work in continuous soap making plant. (b) All continuous process work in synthetic detergent plants including cartoning and packing carried out in a continuous chain.	Do	Do
(35) Sodium and Potassium Bichromate factories.	Do	Work in furnace and crystaliser.	Do	Do
(36) Starch factories.	Do	All work except the Engineering Department and workshops.	Do	Do
(37) Sugar factories.	Do	Operations beginning with receiving and weighment of sugarcane and ending with bagging of sugar.	Do	Do

*Schedule—Concl'd.*

(1)	(2)	(3)	(4)	(5)	(6)
	(38) Vegetable oil hydrogenation factories.	Do	The work viz. refining bleaching, filtering, generation of hydrogen, hydrogenating and deodourising processes, also compression of oxygen and the cylinder filling.	Do	Do
	(39) Factories having effluent treatment Plant.	Do	All continuous process work	Do	Do
11	All cotton ginning factories.	64(2)(b) for work in the nature of preparatory or complementary work, section 62 (2)(1) for work carried during fixed seasons and section 64(2) for consequential exemption from section 61.	Work performed by gin fitters, mochie and Oilers.	51, 52, 54, 55, 56 and 61	All the five conditions in X(i) and (vi) Register or muster Roll required to be maintained under section 62 shall show correctly full particulars of periods within which each such worker may be required to work, entries in the register or Muster Roll, shall be upto date.
12	Pottery works	64(2)(d) of work of continuous nature.	Work on Tunnel Kilns	52 and 55	All the five conditions as in VII
13	Gur (Jaggery) factories	64(2)(b) for work in the nature of preparatory or complementary work and 64(2)(c) for work which is necessarily intermittent in nature.	All work	51, 54, 55 and 56.	All the five conditions as in VIII

14	Newspaper Printing Presses.	64(2) (i) for work in Printing of Newspaper which is held up due to break down of machinery.	All work on daily or weekly Newspapers.	51, 54, 55 and 56.	(a) No workers shall be allowed to work for more than 56 hours in any week. (b) No overtime shall be carried on except for two days prior to the date of the publication of the weekly Newspapers. (c) The exemption under this entry shall be availed of only in that section of the Press where there is break down of machinery. (d) Intervals for food and rest shall be given to all workers allowed to work on such work.
15	All factories	64(2) (k) for work notified by the State Government as work of National importance.	Workers engaged in any work which is notified by the State Government in the <i>Official Gazette</i> , as work of National importance.	51, 54, 55, and 56.	All the conditions as in X(1) except condition No. (V).".

By order an in the name of the Governor of Maharashtra,

ARVIND KUMAR,  
Principal Secretary to Government.

१५१

बुधवार, डिसेंबर ४, २०१३/अग्रहायण १३, शके १९३५

### उद्योग, ऊर्जा व कामगार विभाग

मादाम कामा रोड, हुतात्मा राजगुरु चौक, मंत्रालय, मुंबई ४०० ०३२, दिनांक ४ डिसेंबर २०१३

#### अधिसूचना

#### महाराष्ट्र दुकाने व आस्थापना अधिनियम, १९४८.

क्रमांक बीएसई. ०३/२०१३/प्र.क्र. ८३/कामगार-१०.—महाराष्ट्र दुकाने व आस्थापना अधिनियम, १९४८ (१९४८ चा मुंबई एकोणऐशी ) (यात यापुढे ज्याचा “ उक्त अधिनियम ” असा उल्लेख करण्यात आलेला आहे.) याच्या कलम ४ च्या परंतुकाद्वारे प्रदान करण्यात आलेल्या अधिकारांचा वापर करून, महाराष्ट्र शासन याद्वारे, उक्त अधिनियमाच्या अनुसूची दोनमध्ये खालीलप्रमाणे सुधारणा करीत आहे :—

उक्त अधिनियमाच्या अनुसूची दोनमधील क्रमांक “ ६३२ ” नंतर खालील नोंदीचा समावेश करण्यात येईल :—

“ ६३३ मे. चिन्स हेअर अँड ब्युटी सलून,  
शॉप नं. ११०, मरीन मॅन्शन, ठक्कर  
रेस्टॉरंटच्या पुढे, शली मरीन स्ट्रीट,  
आनंदीलाल पोतदार मार्ग,  
मुंबई ४०० ००२.

उक्त अधिनियमाच्या कलम १८ मधून खालील शर्तीच्या अधीन राहून :—

- (१) सदर सूट ही शासन राजपत्रात अधिसूचना प्रसिद्ध झाल्याच्या दिनांकापासून एक वर्षाच्या कालावधीकरिता लागू राहील.
- (२) प्रत्येक कर्मचा-यास त्याच्या वेतनातून कुठल्याही प्रकारची कपात न करता आठवड्यातून एक दिवस भरपगारी सुट्टी देण्यात यावी व सुट्टीसंबंधीचे प्रत्येक महिन्याचे वेळापत्रक सूचना फलकावर आगाऊ लावण्यात यावे.
- (३) कर्मचा-यास दररोज ९ तास किंवा आठवड्यामध्ये ४८ तासांपेक्षा जास्त काम करणे आवश्यक असणार नाही व दररोजच्या कामाची व्याप्ती ११ तासांपेक्षा जास्त असणार नाही.
- (४) प्रत्येक कर्मचा-यास सलग पाच तास काम केल्यावर एक तासाची विश्रांती देण्यात यावी.
- (५) कोणत्याही कर्मचा-यास त्याच्या अतिकालिक कामाबद्दल कलम ६३ मध्ये विहित केलेल्या दराने अधिक वेतन देण्यात यावे.
- (६) महिला कर्मचा-यांसाठी स्वतंत्र लॉकर सुरक्षा व विश्रांतीगृह यांची व्यवस्था करण्यात यावी.

- (७) कर्मचा-यांना राष्ट्रीय व सणाच्या सुट्ट्या देण्यात याव्यात.
- (८) आस्थापनेत महिला लैंगिक छळवाद प्रतिबंध करण्यासाठी तक्रार निवारण समिती स्थापन करण्यात यावी.
- (९) आठवड्याच्या व इतर सुट्टीच्या दिवशी संमतीपत्र दिलेल्या कर्मचा-यांना कामावर ठेवण्यात यावे.
- (१०) सदर सूट ही मुंबई दुकाने व आस्थापना अधिनियम, १९४८ पुरतीच मर्यादित आहे.
- (११) वरील अटी व शर्तीव्यतिरिक्त अधिनियमातील इतर तरतुदी आस्थापनेस यथास्थिती लागू राहतील.
- (१२) वरीलपैकी कोणत्याही अटीचा व शर्तीचा भंग झाल्यास सूट आपोआप रद्द होईल. ”

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

अ. म. बाविस्कर,  
कार्यासन अधिकारी.

In pursuance of Clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. BSE. 03/2013/C.R. 83/LAB-10, dated the 4th December 2013 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLASE,  
Joint Secretary to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Madam Cama Road, Hutatma Rajguru Chowk, Mantralaya, Mumbai 400 032,  
dated the 4th December 2013

**NOTIFICATION**

MAHARASHTRA SHOPS AND ESTABLISHMENT ACT, 1948.

No. BSE. 03/2013/C.R. 83/Lab-10.—In exercise of the powers conferred by the proviso to Section 4 of the Maharashtra Shops and Establishment Act, 1948 (Bom. LXXIX of 1948) hereinafter referred to as the said Act the Government of Maharashtra hereby amends Schedule II of the said Act as follows, namely :—

In Schedule II of the said Act, after entry “632” the following Entry shall be added, namely :—

“ 633      M/s. Chen's Hair and Beauty  
Salon, Shop No. 110, Marine  
Mansion, Next to Thacker's  
Restaurant, 1st Marine Street,  
Anandilal Podar marg,  
Mumbai 400 002.

Section 18 subject to the following condition :—

- (1) This exemption shall remain in operation for the period of one year from the date of notification published in *Government Gazette*.
- (2) Every employee shall be given one day holiday in a week without making any deductions from his/her wages on account thereof and list of the time table of such holidays for a month shall be placed on the notice board in advance.
- (3) No employee shall be required to work for more than 9 hours in a day or 48 hours in a week. The spread over of an employee shall not exceed 11 hours in a day.
- (4) Every employee shall be given a rest period of one hour after 5 hours of continuous work.
- (5) The employees shall be entitled to overtime wages in accordance with Section 63 of the said Act.
- (6) Female employees shall be provided separate lockers and rest rooms at the work place.
- (7) Employees shall be given national and festival holidays.
- (8) Complaint redressal committee against sexual harassment of women should be established.

- (9) Employees, who have given their consent be only placed on the day of weekly holiday or other holiday.
- (10) This exemption is related only to Bombay Shops and Establishment Act, 1948.
- (11) In spite of these terms and conditions, all the provisions of this Act shall applicable to the establishment duly.
- (12) In case of violation of any of the above terms and conditions, the exemption shall stand cancelled automatically.”

By order and in the name of the Governor of Maharashtra,

A. M. BAWISKAR,  
Section Officer.